

# Metoda™ Coaching skills

## - Newsletter No. 11, 2007

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### News about Coaching skills

Starting with this issue of Coaching skills we intend to publish Coaching skills on our homepage [www.metoda.se](http://www.metoda.se). When a new issue is published, you will get an e-mail notice to let you know it is available to download, that is if you have asked to get the publication. Coaching skills is free of charge.

### What should a good coach/mentor really know?

#### EMCC competence framework

What competencies are essential for being professional?

These questions are important, especially as the word "coaching" sometimes is mentioned in a context of words named "corporate bullshit". Competencies for good coaching/mentoring has been studied, and recommendations have been made, based on major research where evidence of progress has played an important part.

EMCC, which stands for The European Mentoring and Coaching Council, is an organisation founded to develop the profession. The aim of the organisation is to promote good practice and the expectation of good practice in the field across Europe.

#### Competence mapping

In UK, where EMCC started, there has been intensive research to establish good competencies. After research and also after thorough analysis by researchers and senior specialists in the field, the competencies have been described to be 47, and among these there are 11 so called core competencies that are basic, also for getting an EQA, an award in the field, as a training organisation. The core competencies should be included and described for all levels of coaching and mentoring programmes, according to the recommendations of EMCC.

#### The 11 core competencies according to EMCC

- Self awareness
- Beliefs and attitudes
- Self management
- Contracting
- Managing the process
- Goal setting and action planning
- Evaluating
- Listening
- Feedback
- Use of language

These and the other competencies are described in more detail on the EMCC website.

#### Seminars for members and others

In March this Spring, Lise Lewis and Marina Dieck, two of the professional coaches who have been working with the competence mapping and the framework also held a seminar on the competence framework and the European quality award in coaching, the EQA. Among researchers behind the Competence Framework you will find David Clutterbuck and David Megginson, who will come to the 14th European Conference taking place between 11-13 October, 2007, in Sweden. For information on the International Conference, see [www.emccouncil.org](http://www.emccouncil.org) or [www.emcc-sweden.se](http://www.emcc-sweden.se). There are many more interesting names giving seminars and workshops, both within research but also practical skills training.

From the EMCC website you can get more information on what competencies that make coaching training professional. If you work as a coach/mentor yourself, if you are a manager who want to be more professional in coaching others or if you buy consultancy service – or if you belong to a professional training organisation, it is interesting for you to get to know the European Standard and the EQA. Even if you perhaps do not aim at applying for an EQA award, it is interesting to discuss matters of quality in a growing profession and how quality standards can help your organisation and you, to do the job better.

#### ICF – another organisation who present competencies needed for professional work

Similar standards on competencies have been made by ICF. They also have eleven core competencies in their standard. There are many similarities between the two, see for instance [www.icf.com](http://www.icf.com) and compare for yourself. So far, EMCC does not accredit individual coaches but training organisations. ICF accredits individuals, and within EMCC this is being discussed as a future project.

It can be expected shortly that also some Swedish training organisations will get an EQA. A higher standard will be good for everyone - both coaches and coachees will benefit by raising the quality in approach and methods within the field.

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