EMCC announces updated Supervision Competence Framework

Wednesday 10 July, 2019

Brussels, 9 July 2019 – EMCC is pleased to announce the updated Supervision Competence Framework

EMCC has undertaken an extensive review of its Supervision Competence Framework and is making the new version available today. This is the result of a 12-month process of development based on the results of a survey taken by practising supervisors and a series of focus groups. The latest edition is more comprehensive than its predecessor and offers a fresh perspective on best practice in supervision for the coaching, mentoring and supervision community.

The framework underpins the EMCC awards for individual supervisors and supervision training schools. Erik de Haan, of Ashridge Executive Education said ‘we welcome this development and look forward to using the revised framework to support our Postgraduate Diploma in Organisational Supervision'.

A survey of 100 practising supervisors across 23 countries acted as the source material for this project. The questionnaire invited respondents to provide detailed feedback on all 65 capability indicators in the 2016 version of the EMCC Supervision Competence Framework. The results were analysed by a working group who rewrote and restructured the framework.

Following this, further modifications were made based on feedback from focus groups and a presentation at the International EMCC conference in Dublin (April 2019). Changes from the 2016 version include the removal of ambiguities, repetitions and some unnecessary components – the new version is more straightforward. There are some new capability indicators, and the framework as a whole has been divided into four sections.

The first of these refers to the supervision contract and process. The second section concerns the three functions of supervision (Developmental, Supportive and Qualitative). The third section links to supervisor capacity (how the supervisor is being rather than what they are doing). Finally, the fourth section relates to supervising groups.

The framework is available for download here https://tinyurl.com/emccsupervisioncompetences

‘Leading this process has been extremely rewarding’ said Tom Battye, who is EMCC’s Supervision Quality WorkGroup leader. *‘We took into consideration every piece of feedback and hope that the resulting framework will be easier to use, especially when translated into other languages.’*

The EMCC Supervision Competence Framework aims to enhance high-quality standards in supervision for the benefit of both supervisors and supervisees.

‘This project would not have been possible without the commitment and enthusiasm of all the supervisors who took the time to complete the questionnaire and attend the focus groups,’ said Dr Riza Kadillar, EMCC President. *‘Thank you for supporting EMCC to set the expectation for best practice in mentoring, coaching and supervision.’*

About EMCC

The EMCC is an international coaching, mentoring, and supervision association established in 1992. EMCC is made up of Affiliated Countries in Belgium, Croatia, Cyprus, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Luxembourg, Morocco, Netherlands, Norway, Poland, Romania, Serbia, Spain, Switzerland, Turkey, Ukraine, United Kingdom and the Asia Pacific Region. We have over 6,000 members across more than 70 countries world-wide.

EMCC exists to develop, promote, and set the expectation of best practice in mentoring, coaching, and supervision globally for the benefit of society. Our vision is to be the ‘go to’ body in mentoring, coaching, and supervision.

For more information on EMCC visit www.emccouncil.org

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