EMCC coaching, mentoring, supervision 2018 award winners

Tuesday 22 January, 2019

Brussels, 22 January 2018 – EMCC is delighted to announce the winners of the 2018 Coaching, Mentoring, and Supervision awards:

- Coaching Award – Know You More & LC Waikiki (joint winners)
- Mentoring Award – The Way Youth Zone
- Supervision Award – Tatiana Bachkirova, Eve Turner, & Angela Wright (joint winners)

Dr Riza Kadilar, EMCC President, said of the award winners *'This year's nominations have been of an high calibre making the work of the selection panels that I chaired difficult though very rewarding. Congratulations to everyone nominated and especially the winners. I look forward to meeting everyone in person at the awards ceremony during our International Annual Conference in Dublin in April later this year.'*

Coaching Award

Know You More

Know You More is a social technology company founded in 2015 and based in Edinburgh, Scotland. Their innovative on-demand coaching service is enabling companies in the UK and Europe to the transform their people development and company culture alongside meeting the demands of the fast-evolving workplace. Know You More utilises technology to create a space for people to easily access human and in-person learning. Coaching can be accessed at every level of the organisation to support individuals and teams in skills development, career transitions, performance, and wellbeing. Central to this is an international community of professionally qualified coaches with diverse commercial backgrounds and experience allowing Know You More to deliver coaching with impact. At the heart of Know You More, is its social mission to provide young adults from all backgrounds with the skills, behaviours and confidence to make their impact in the World. For every coaching session Know You More delivers, it gifts back through partnerships with charities and organisations such as the British Council, Oxfam and the Care Leaver Covenant. In 2018, Know You More launched its industry white paper about the development of human skills to lead in the future of work: 'Developing the Future Today'.

'We are very honoured to be recognised by the EMCC and excited to receive their 2018 award for coaching. Know You More is powered by an incredible community of coaches and we would firstly like to thank them for their continued support and excellence. Our vision was to create a flourishing community where coaches could grow in their professional practice and gain experience from working with a diverse range of people and groups. We're utilising technology to bring the highest quality of coaching practice into the digital age and to make the impact of professionally qualified coaching accessible to all. Receiving such an award from the EMCC is a very significant achievement for everyone connected with Know You More. Thank you.' Tim Mart, Founding Director, Know You More.

LC Waikiki

LC Waikiki trades in 918 stores in 44 countries, has 43,000 employees and 3,500 managers with the company's mission that 'Everyone deserves to dress well' enabling people to enjoy accessible fashion through quality products at affordable prices. LC Waikiki, with its overseas investments that started in 2009, aims to be 'one of Europe's three most successful fashion retailers by 2023'. The company utilises its unique development process, 'LC Waikiki's 3M', to ensure enhancing the culture of 'Shared Leadership'. In short; 1st M is the company's leadership metaphor 'Double Wings Leadership'; the 2nd M is the company's leadership model 'Situational Leadership' and 'Lean Leadership'; the 3rd M is the company's leadership development methods which are coaching and mentoring. The Corporate Academy was founded in 2013 to extend this mission and vision by develop employees and society. As part of this process, professional coaches are working within the corporate Academy to enhance the leaders' coaching skills. In conjunction with LC Waikiki's evolving and changing needs, the Mentoring and Coaching department which consists of four coaches and approximately 10 mentors, was established at the beginning of 2018. To provide support to our department, we have 14 top managers and our corporate academy director is also a coach. Up til now, the five month long coaching development programme (1.5 days of coaching training, 2 one on one supervisions, a workshop of 4-hour practice, 4 e-learnings which consist of coaching competencies, powerful question coaching

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game, 9 case study videos, knowledge text etc) has been delivered to 2,000 managers. The program has been supported by individual coaching and team coaching; 1,250 hours individual coaching, 1,000 hours team coaching with 50 teams up to now. To spread this culture there have been meeting facilitation sessions for 90 groups so far.

'We were very happy and excited when we received the good news. We hugged each other, we jumped and so on. Then we went into such a pause mode and become more introverted and started to think deeply. We recognised the great responsibility that is given to us by this award. This award will be with us at every step of the way. Our system at LC Waikiki will inspire the world and become a role model to it. In addition, we are very proud to receive this award on behalf of our country.' Esra Zenginyer A?çal, Corporate Academy Internal Coach, LC Waikiki, Turkey.

Mentoring Award

The Way Youth Zone is a centrally located, inspirational and ambitious charity which has a simple mission: to be the go to place for young people aged from 8 to 19 (and up to 25 with disabilities) in Wolverhampton in the UK. Attracting young people from across the City and beyond, with dedicated staff and volunteers, they are a purpose-built facility with a dedicated sports hall, a climbing wall, gym, dance, performing arts, and music spaces, together with a café, and outdoor 4-g multi-games pitch. They provide the City's young people with somewhere to go, something to do, and someone to talk to. They offer 20+ exciting, action-packed activities with every session giving the young people the opportunity to participate in positive, exciting, and constructive activities. New experiences are offered, horizons are broadened, and confidence built. They motivate and inspire young people to transform their lives and overcome obstacles.

Inspired and motivated by the quote 'Treat a child as though they are already the person they are capable of becoming' (Haim Ginott) The Way Youth Zone's Mentoring Programme offers individually bespoke mentoring support by matching young people who need additional guidance in their lives with dedicated and hardworking volunteer mentors, providing personalised 1:1 support, 1 day a week, for up to 18 months. All of the mentoring matches are completely different and incredibly unique in their own way, mentees are not pushed to achieve pre-set goals but instead are supported as an individual, with a focus on what they want to work on and the areas they need support in. To reflect this, the matching procedure is innovative and effective, utilising psychological theory and focused on good mentoring practice to ensure that mentees and mentors are matched based on a range of relevant areas including personality, demographics, support specialisms and availability during the week. To help them achieve their goals, each mentee also has access to a monthly allowance which provides them with an opportunity to experience new things, visit new places and meet new people. The programme so far has enabled mentees and mentors to travel to new cities, try new foods, train in new sports, plan future ventures and also give something back to the community by volunteering together in food banks and shelters. The Mentoring Programme is also dedicated to providing opportunities to individuals within the community who want to give something back and support the city's young people. The programme's volunteer mentors come from all walks of life and all have something different to offer as a mentor. Each is provided with in-depth training prior to starting their role and receives ongoing information, advice and guidance throughout their journey, as well as opportunities to progress into paid employment both at The Way and with other organisations.

'We were absolutely delighted to win this prestigious award, which so many outstanding individuals and organisations have won previously. It is beyond amazing for The Way Youth Zone's Mentoring Programme to receive this award. When starting my role as Mentoring Lead I envisioned a programme that whole-heartedly met the individual needs of every young person participating, alongside creating opportunities for the dedicated mentors who volunteer their personal time and encouraging engagement between all in our community. It is humbling for all of the mentoring team, our amazing volunteer mentors and our funders The Steve Morgan Foundation who make the programme possible, to be recognised for the life-changing impact the support we provide has.' Billie James, Mentoring Lead at The Way Youth Zone in Wolverhampton, UK.

John Gough (Chair), Carla Priddon (CEO), Billie James (Mentoring Lead)

Supervision Award

Professor Tatiana Bachkirova

Tatiana Bachkirova is Professor of Coaching Psychology and Director of the International Centre for Coaching and Mentoring Studies at Oxford Brookes University in the UK. Being an academic, she teaches on postgraduate programmes, conducts research projects, and supervises PhD students. She also leads an internationally renowned programme of Advanced Study in Coaching Supervision and is

chairing the International Conference on Coaching Supervision. As a practitioner, Tatiana supervises coaches individually and in groups. Her approach to supervision is grounded in the appreciation of individual diversity of coaches and is aiming at extending their capacity for being the main instruments of their practice. She also loves when supervision pushes the boundaries of our knowledge of coaching, enhancing not only skills but also conceptual awareness of all participants. Her books relevant to supervision include Coaching and Mentoring Supervision: Theory and Practice (2011) and Developmental Coaching: Working with the Self (2011).

'Thank you very much, EMCC! It is lovely to receive such recognition in the professional area that is so close to my heart. Long live coaching supervision for the benefit of the whole coaching field!'

Eve Turner

Eve combines writing and researching alongside a busy practice as a coach and supervisor. She's been coaching for 15 years, supervising for 10 and had two previous careers, as a BBC senior leader and journalist, and as a musician. Eve won the Coaching at Work 2018 Award for Contributions to Coaching Supervision and is the 2015 holder of the EMCC Coach of the Year Award. Her first book, with Stephen Palmer, 'The Heart of Coaching Supervision – working with Reflection and Self-Care', was recently published and she is working on her second book. Eve set up the Global Supervisors' Network (GSN) in 2016 because of the lack of continuing professional development (CPD) for supervisors that was available. She believes systemic supervision is hugely important for her own and others' development, and she has many individual supervisees as well as running several groups where the emphasis is on people finding their own ways forward with minimal intervention from her. Eve's a Fellow at Henley Business School and the University of Southampton and her research work so far has focused on supervision, contracting and ethics.

'I am thrilled, surprised, honoured, and humbled to have received the EMCC Supervision Award, and I am really grateful to those who took the time to make nominations, to the judges for their time, and to the EMCC for highlighting the importance of supervision. In the decade since my supervision training, I've been fortunate to work with the most amazing, supportive people as supervisor, writer, and researcher. When I set up the Global Supervisors' Network (GSN) to provide CPD for trained and qualified supervisors I had no idea it would grow to the current 150 members globally. By January 2019 we've run 80 webinars at no cost to members to join or attend. Volunteering has also provided wonderful opportunities, with the EMCC, and on important humanitarian projects as a volunteer supervisor, like

CoachActivism with refugees, and most recently through the GSN as a supervision partner to EthicalCoach for charities and non-profit organisations. Thank you so much for this encouragement.'

Angela Wright

Angela has over 25 years global professional experience, including 10 years as a coach, coach supervisor, and researcher. Prior to her full-time coaching career, she practiced as a lawyer, leading large international teams on projects worth in excess of $1billion. Specialising in disputes around professional responsibility, breach of duty of care, conflicts of interest, and ethical issues has been invaluable in her coaching supervision work. Angela was also part of the writing team responsible for drafting the world's first ISO (International Organization for Standards) aligned Standard for the training of coaches and the provision of coaching services. She is regularly involved in coaching related research in collaboration with international universities and professional bodies. Her most recent research focused on the uses and benefits of coaching supervision, which she presented at the Columbia University Coaching Conference in 2018. Passionate about raising the bar for coaching, she has been actively championing coaching supervision in the USA and beyond for the last five years. In addition to her qualifications in finance and law, Angela's coaching related qualifications include an MSc in Organisational Coaching Psychology (University of Sydney), Adult Development (Harvard University), Human Capital Development (New York University) and Coaching Supervision (Oxford Brooks University).

'I feel honoured and humbled to receive this award from such a highly regarded organisation as EMCC, whose purpose and vision are so closely aligned with my own. On a personal level, this feels like a milestone in my own journey from a lawyer to coach and coach supervisor, which started over 10 years

ago. As a very small lever in this huge system of which we are all a part, I acknowledge those who have supported and motivated me in my work, including my amazing supervisors and supervisees, the wonderful members of our supervision groups, and the enthusiastic coaches who participated in the recent coaching supervision research project. Your openness and generosity provide the impetus and energy for this work. I believe that we are at a pivotal moment in the evolution of coaching supervision, particularly in the USA. It is a privilege to be able to play, even a small part, in its co-creation and emergence in what I hope is a positive and powerful way. Thank you doesn't even come close to describing the gratitude I feel towards my teachers, mentors, colleagues, and friends at the University of Sydney, who opened up this world to me, and inspire me to be more, and do more, every day. Finally, I'd like to thank my teachers and 'my tribe' and Oxford Brookes University in the UK, whose wisdom, guidance (and humour) I cherish.'

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, and United Kingdom. We have over 5,000 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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