

PATTERNS OF MASTERY

DEFINITIONS/REQUIREMENTS OF ICF, EMCC & AC

The word mastery can have different meanings to different people. As in this ebook master credentialed coaches from 3 different bodies are invited to share their perspectives, here are the requirements of those 3 bodies. (Note: I most often use the word “accreditation”, but different coaching bodies refer to it as an “award” or a “credential.”)

ICF MCC Eligibility

- 200 hours of coach-specific education
- 2,500 coaching experience hours (including at least 2,250 paid hours)
- 10 hours of mentor coaching
- Successful completion of a performance evaluation (2 recordings + transcripts required)
- Passing score on the ICF Credentialing Exam.

EMCC Master Practitioner Eligibility

Completed Practice

- Minimum of 7 years of experience
- At least 500 client contact hours
- Minimum of 40 clients

Ongoing Practice

- At least 5 pieces of client feedback within the last 12 months

Professional Development

- 48 hours of Continuous Professional Development per year
- At least 1 hour of Coach/Mentor Supervision for every 35 hours of practice (minimum quarterly)
- 5 items of documented reflection on practice within the last 12 months
- Active membership of a professional body
- Contribution to the development of the coaching/mentoring field

Qualification Competence

- Evidence of competence described in the EMCC Competence Framework
- Either completion of EMCC EQA training at this level or submission of equivalent evidence

AC Master Executive Coach Eligibility

Membership & Insurance

- Must be an AC Member or a member of another recognized professional body
- Professional Indemnity Insurance (if applicable in country of residence)

Coach Training

- Minimum of 80 hours cumulative coach-specific training

Coaching Experience

- At least 1,500 coaching hours

Written Submissions

- 2,000-word statement of Personal Coaching Approach
- 2,000-word Coaching Case Study

Ethics & Standards

- Adherence to AC Global Code of Ethics for Coaches & Mentors
- Written response to ethical dilemmas, including personal ethical dilemma

Fitness to Practise

- Audio recording of a live coaching session with transcript
- 2,000-word critical reflection on the session

Client References

- 4 client references

Supervision

- Minimum of 6 supervision sessions
- Ratio of 1 hour of supervision for every 40 hours of coaching
- Supervision log, learning record, and Coach Supervisor's reference

Continuing Professional Development (CPD)

- Minimum of 40 hours CPD per year (from coach training onwards)
- Critical reflection on key learning

Self-Assessment

- Coach's self-assessment of practice and coaching development plan