



# COMENSA news

## AGM season kicks off in the Cape



Nic Bednall, MD of BBDO Cape Town gave an entertaining and challenging talk to COMENSA members at the Cape Town Annual General Meeting held on the evening of 19<sup>th</sup> June 2008.

Nic challenged the beliefs that coaches have about the value they add by offering his perspective of what it was like to spend money on coaching while looking for a return on the investment. He spoke about the positive benefits that came from his and his businesses experience as well as the things that didn't work as planned. At the event the following new office bearers were elected into office for the coming years:

- Secretary: Veronica Wantenaar
- Treasurer: Jannie le Roux
- Membership and Marketing: Anita Craig

### Gauteng AGM

The Gauteng Chapter will be holding their AGM on the 27<sup>th</sup> August 2008. Contact Dennis Jackson ([DennisJ@nirvanaconsulting.co.za](mailto:DennisJ@nirvanaconsulting.co.za)) for more information.

### KwaZulu-Natal

The KwaZulu-Natal Chapter will be holding their AGM on the 13<sup>th</sup> August. Contact Belinda Davies ([belinda@leadershipsolutions.co.za](mailto:belinda@leadershipsolutions.co.za)) for more information.

### National AGM

15<sup>th</sup> October in Durban. Mail Belinda Davies ([belinda@leadershipsolutions.co.za](mailto:belinda@leadershipsolutions.co.za)) for more information.

### News-Flash

- Nominations for national office positions are open. Nominate people (or yourself) you believe will lead COMENSA into the next era. See page 3 for details.

### Ben Zander

- See page 5 for details

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## South African Coaching Research

Quotable bytes of research findings by South African coaches are now available within the research section of the COMENSA website. A great way to quickly access concise local research, to include in that special coaching proposal, or to build your own research on. There are also international research links, to broaden your horizon!

Are you involved in coaching research, and looking for participation or resources? Would you like to have some input to a burning question about coaching or mentoring? Why

not contribute to the research forums where you can stand on your soap box and declare your thoughts and requests. So how do I access these golden nuggets of research and resources? - I hear you ask in true coaching style...

Once you have signed into the website, you can explore the research section to discover a wealth of resources and opportunities to engage in debate. Don't delay, sign in today!

[www.comensa.org.za](http://www.comensa.org.za)

**Michelle's Monthly Tip: Get from others by Giving to others (Page 4)**

## GCC in Dublin - Impressions from John Paisley

The Global Convention on Coaching which took place in Dublin 5-11 July was the culmination for a years work by more than 200 contributors around the world. GCC took that work to the next level!



Each Working Group gathered again to design and think about Delivery... Each group developed a favored scenario, with a stake in the ground – e.g a global Core Competency Framework.

A group crafted a Declaration which is being edited at the moment before being released

All the work is currently being coordinated and will soon be made available.

Attending GCC were more than 70 individuals from 25 countries. They were there more in their individual capacities than officially representing coaching organizations. Thus while representatives of ICF, EMCC, WABC, COMENSA and others were there, they had not been mandated to take any decisions. These decisions may be taken later.

We followed a process of Discover, Dream, Design and Deliver....

The first 2 days were spent exploring the current realities of the world of coaching in 10 working groups. Each group had formulated 4 scenarios for the future of coaching, and those present dialogued around these scenarios: what would help or hinder the scenario. The results were presented to the big group.

I was chairman of the Working Group for Core Competencies, and in our group had people from UK, Ireland, Holland, America/Japan, Australia and South Africa. Core Coaching competencies were the golden thread that held knowledge base, education, selection, mapping the field, ethics and evaluation together.

After the Discover process, we dreamed together ... what would we like coaching to become...? There was a strong feeling of the uniqueness of coaching, and a wish to maintain the uniqueness as it grows towards becoming a profession. Some icebergs were identified: the possibility of government regulation, a possible conflict with psychologists...

**We followed a process of Discover, Dream, Design and Deliver....**

### WHAT I LEARNED..

- That South African coaching is up there with the best in the world
- That coaches can talk.... and listen
- That those who attended the convention room across the globe shared a vision about the uniqueness and power of coaching (we didn't even attempt a common definition!)
- That there are good friends out there...
- Time will tell what impact GCC will have

We made a tentative offer to hold the 2009 GCC in South Africa....

**Attending GCC were more than 70 individuals from 25 countries.**

**COMENSA will publish the declaration from Dublin in the August newsletter together with a report back from Sunny Stout-Rostron who attended on behalf of COMENSA.**

Historic Dublin





## We're looking for a President and Treasurer

### AGM 2008 in Durban

The national executive committee of COMENSA has been structured so that we get maximum continuity as we change committees. The way it works is that members stand for two year terms and these are staggered between the different roles. The President and the Treasurer are coming up for renewal this year while the Secretary and the Vice President roles remain for another year as Michelle van Reenen and Edith Sievers complete the second half of their two year office. Dale Williams as President will be stepping down as well as Saul Goldblatt the Treasurer.



Along with this newsletter is a document describing the ExCo profiles which is a great starting point if you are considering standing for one of these roles. In it you will find a description of each of the roles. A summary is included below. Contact existing office bearers for more information. Contact details on [www.COMENSA.org.za](http://www.COMENSA.org.za).

### President of COMENSA

The President is the leader of COMENSA, co-ordinating the ExCo in its management and oversight of the Association's activities. The President also acts as the public "face" of COMENSA, representing it to the media and to other organizations and stakeholder groups.

### COMENSA Treasurer

The Treasurer is accountable for the financial management of COMENSA.

### Regional Diversity

You will see from table on the right that in our short history of

COMENSA executive committee's we

have been dominated by the Western Cape. We would love this to change in the coming year and have a strong representation from Gauteng and Kwazulu-Natal.

It is possible that existing members of ExCo stand for the two positions which become vacant at AGM 2008 in which case their positions will also need to be filled.

COMENSA ExCo History	
2007 Committee	2008 Committee
President: Sunny Stout Rostron (WC)	President: Dale Williams (WC)
Vice President: Dale Williams (WC)	Vice President: Edith Sievers (WC)
Treasurer: Saul Goldblatt (WC)	Treasurer: Saul Goldblatt (WC)
Secretary: Nick Wilkins (WC)	Secretary: Michelle van Reenen (WC)
Chair KZN: Belinda Davies	Chair KZN: Mariane Vorster
Chair Gauteng: Jenny Hoggarth	Chair Gauteng: Dennis Jackson
Chair Western Cape: Roger Maitland	Chair Western Cape: Brent Combrink

### The role of the Corporate Governance Committee (CGC) within the Executive Committee

Owing to the difficulty of getting all seven people together (we have four face to face meetings a year), the Corporate Governance Committee (CGC) which is made up of the President, Vice President, Treasurer and Secretary form the CGC who meet more frequently either in person or by conference call.

When the Executive Committee meets in full, then any decisions taken by the CGC are reviewed, refined, implemented or in some rare cases reversed.

## SABSA Business School Expo, Sandton Sun, 3rd September 2008

Statistics show that whilst training provides a 22% ROI, training together with coaching can extend that figure to well over 70%. Combining coaching with an MBA is an international phenomenon best demonstrated in the very competitive MBA markets such as India. The sheer intensity of an MBA, from the initial screening through to the weekly assessments, projects and end of year assignments, mean that participants need all the support that they can get. Professional Coaching and mentoring can transform this exhausting endurance race into a fulfilling and invigorating journey.

Come to the COMENSA stand to have your coaching questions answered. Some of our senior coaches will be running coaching demos and mini coaching sessions for individuals at the Expo.



## Michelle's Monthly Tip for making the MOST of your COMENSA Membership This Month: Get from others by Giving to others

### What do coaches need?

- Coaches need coaches (someone to help you stay motivated and focused on your road to practice success)
- Coaches need CPD (sharpening and developing skills)
- Coaches need Networking (connecting and collaborating with other professionals)
- Coaches need Supervision (someone to talk with about client-specific work)
- Coaches need Best-Practice (protocols, principles, process, ethics and standards)
- Coaches need Case Studies (affirmation of impact and/or input for improved processes)
- Coaches need Community (COMENSA)

Make the most of your COMENSA community and membership by giving to others –

Are you available as a Coaches's Coach or Supervisor? - select this as your niche on your COMENSA profile so that other coaches can find you.

Have you developed a workshop, technique or tool that would benefit other coaches and

contribute to their CPD? Send COMENSA the details or your programme so that we might endorse it.

Are you attending and/or organising events for Coaches? Send COMENSA the details of your event so that we might endorse and promote it.

Do you have access to or have you published research material on Coaching best-practice and case studies? Let us publish your work on the COMENSA site for the benefit of others.

Are you participating in the [www.comensa.org.za](http://www.comensa.org.za) on-line forums? People have left message requests there and are waiting for your input.

The best way for you to get the things you need as a coach is to give back to others. That's why COMENSA exists. There are numerous ways to make the most of your COMENSA membership. Are you getting it?



Michelle Clarke is a contented independent collaborator who is passionate about professionalism. As an entrepreneur and coach, she helps other Independent Professionals to develop authentic and aligned personal branding. She runs a full time coaching practice and volunteers her time to steering the COMENSA Marketing Initiatives. You can contact her on [michelleclarke@telkomsa.net](mailto:michelleclarke@telkomsa.net) or visit [www.motivcoach.co.za](http://www.motivcoach.co.za)

## Securing Cape Town's Talent Base for the Future!

### Cape Town City-Region Talent Summit : 4th September 2008

National and regional employers are encouraged to bring their line leadership, human capital, organization design and talent management professionals, strategic planning and key marketing and branding executives to participate in a full-day of interactive learning, collaboration and networking. Topics to be dealt with include:

\* How does Cape Town compare to other cities in the Talent Markets Index (TMI)\*\* for attracting, developing and retaining talent and stimulating innovation?

\* What are the key talent supply-demand gaps and priorities for the Cape City-Region?



\* How can the city's top employers raise awareness about their talent needs and collaborate with regional leaders to attract talent to their region and their companies?

\* What will it take to develop, align and retain the necessary talent for ongoing innovation and competitive advantage?

**Opening Keynote Address: The Hon. Ms Helen Zille - Mayor of Cape Town**

**Moderated Panel Discussion: Panel Leader - Mr Guy Lundy, CEO, Accelerate Cape Town**

For further enquiries contact:

[lyne.lombard@humancapitalinstitute.org.za](mailto:lyne.lombard@humancapitalinstitute.org.za)



## Coaching into Possibility

**22nd-23rd AUGUST 2008 - The Coaching Centre in association with Symphonia**

We have a line-up of leading edge workshops and presentations from expert coaches and facilitators, working in South Africa and Internationally. This Indaba, endorsed by COMENSA, promises to be an inspiring and informative two days, leaving you rejuvenated and equipped to take your coaching to the next level

### Who is involved?

- \* **Ben Zander:** world renowned conductor and coach. Star of “Living on One Buttock”
- \* **Rosamund Stone Zander:** Co- Author of “The Art of Possibility”, facilitator, artist
- \* **Shanaaz Majiet:** Head of Dept of Local Government and Housing
- \* **Dr Sunny Stout Rostron:** coach, performance consultant, author, founding Chair of COMENSA, Chair of the Research Agenda for the Global Coaching Convention
- \* **Dr Paddy Paisley:** coach, facilitator, Chairman Supervision Group of COMENSA
- \* **Dale Williams:** coach, facilitator, President of COMENSA
- \* **Dr Dumisani Magadla:** Leadership Development Facilitator, Coach, Gestalt Organizational Systems Development practitioner

“Coaching into Possibility” has been made possible, through The Coaching Centre and Symphonia putting their heads together, to create an exciting event for you. Join us for a journey including musical inspiration, thought provoking conversations, experiential learning opportunities and much more.....

### Who is it for?

Coaches and Mentors, Organizations and Individuals who are utilizing coaching services.

**Investment:** R2,450 (incl. vat, catering, all workshops and presentations).

**Where?** Cape Town, at the Artscape and The Coaching Centre

### For bookings and information:

[bookings@thecoachingcentre.co.za](mailto:bookings@thecoachingcentre.co.za) or call Emma on 021 715 0525.



## New International Research The American Management Association

The AMA has published the results of the study they commissioned on coaching which combines both the research data and forecasts through to 2018 for the industry.

More than 1,000 participants took part in the study which aimed to determine coaching's popularity, how it related to higher performance.

The study confirmed that when a formal process was used, respondents were more likely to have successful coaching programmes.

The report is available from the Sherpa web site at:

<http://www.sherpacoaching.com/AMACoach.pdf>



# The Role of Coaching in Organizational Strategy and Leadership Development - by Dennis Jackson

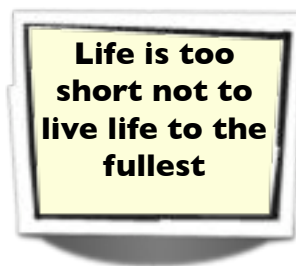
## Introduction

For many in leadership roles the world has become more complex given the level of uncertainty. It is not only lonely on the top, it is also scary. Competition has become fiercer, including that of human capital, the pace of change has reached unprecedented levels, technology development continues unabated, local / global markets and cultural diversity have their own challenges, and the influences of different generations in the workplace is fear provoking. This has resulted in a rethink of the way organizations are led, and more and more business leaders have realized that the soft issues i.e. the recognition of people as human beings are their greatest opportunities.

Many in leadership roles have been embracing the concept of values in their organizational culture but few have been successful in driving a values-based culture in a practical sense by 'walking the talk'.

## Values-Based Organisations

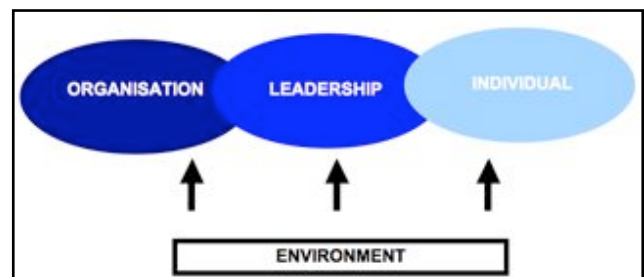
To build a values-based environment, means transforming not only the organisation but the people who lead it. For a start, the leaders themselves have to reflect on their own lives and review their own values through their existing belief systems, desires, perspectives and actions. It is this very act that most leaders have difficulty with.



For organizations to change toward a values-based result, requires leaders to start operating at a higher level of consciousness. This implies that leaders need to move from "self interest" to "common purpose" before their organizations can. For many this will require outside intervention as the change required may be fundamental and uncomfortable. This is where coaching can play a role. Coaching plays a support role in assisting talented and aspiring people become more aware of their role and their purpose in an integrated way so they are able to take full advantage of their

potential and ability. As the saying goes "I can live a life of many or I can live a life of one – MINE" and it does not change whether it in an organization or playing a leadership role or simply being a human being

The model below helps show the linkage between organizational shifts, leadership role and personal transformation:-



## How the model interacts

Most organisations have realised that making money, ensuring that processes, systems, policy and procedures are in place, connecting with their clients, suppliers and employees and being the biggest and the best is no longer good enough. Sustainability in the long term means more than that and it requires tapping into the "softer planes" of the business consciousness. Greater connection is required in giving business meaning and purpose and finding ways to truly engage with its employees, community as well as society. It means a greater sense of using "values" to achieve greater common purpose. This is even more so in the public sector given the role of government towards sustainability especially in the areas of community development, society upliftment and the protection of our environment.

The full text of this article is included as an attachment with the July newsletter eMail.

Dennis Jackson BComm.CAIB(SA).MBL.PCC is the managing member of Nirvana Consulting as well as an internationally certified and accredited integral coach. He spent twenty years in corporate, several of them as an executive. He now works with leaders in both the private and public sectors and offers a wide range of coaching services.

He can be contacted on [info@nirvanaconsulting.co.za](mailto:info@nirvanaconsulting.co.za) or 083 647 1573.



## Mentoring: Case Study on the Boost Fellowship

### Background

The BOOST Fellowship is a not for profit organization started in 2000 that enables students in their first and second year of university (whom we call Fellows) adopt a possibility oriented approach towards their personal and professional lives. The organization is based in Harare, Zimbabwe.

BOOST runs a two-year program based on a paradigm we call Entrepreneur Intelligence, which refers to the mindset that enables a person to see the possibilities of life rather than to focus on the problems that life presents. Rather than focusing on equipping our students with business management skills only as the term would suggest, our investigations revealed that the BOOST Fellowship

would better serve its fellows by broadening its view for the program to helping them realize the potential in life, whilst also providing them with a skill-base and confidence with which to contribute in solving the gargantuan challenges that this world faces, including war, disease and poverty.

The program is designed to complement the academic experience of the university. Fellows participate in a broad range of activities such as workshops, fundraising events community outreach events and initiatives and research programs.

BOOST is the first organization of its kind and its fresh perspective and initiatives in youth capacity

building programs has opened up new and wider ranging possibilities for the leaders of today and tomorrow. Young people are faced with issues that challenge our nation and region at a practical level with the view of changing them at grass roots level

rather than from a top down perspective. Thus the boost fellow graduates University with a wider educational experience as they grapple with more than just the philosophical, and scientific tests and assumptions academia poses but they have the opportunity to test them, apply them and expand their view of them through their BOOST experience.

The full article on the BOOST Fellowship is included with the newsletter as an attachment.

More information can be obtained from the Programme Manager of the Boost

scholarship, Nomuhle Gola on eMail: [nomuhle@theboostfellowship.org](mailto:nomuhle@theboostfellowship.org) and website: [www.boostfellowship.org](http://www.boostfellowship.org)



### National AGM ExCo Nominations

Please contact Michele van Reenen to obtain nomination forms or for further information on her eMail [michelle@singisa.co.za](mailto:michelle@singisa.co.za)

### Regional AGM's

Kwazulu Natal - 13<sup>th</sup> August 2008

Gauteng - 27<sup>th</sup> August 2008

Receive your own copy of the COMENSA newsletter and event notifications by emailing [COMENSAnews@aweber.com](mailto:COMENSAnews@aweber.com)