



Welcome to the COMENSA Newsletter. In this edition we have:

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If you or anyone that you know is not getting their own personal copy of this COMENSA newsletter then please send an email to comensanews@aweber.com

President's Introduction

Welcome to 2008. As you get back into the swing of things this week or next, I hope and trust it will be a prosperous year for you, filled with lots of learning experiences.

We've had a busy time over the past months and your new executive committee has been putting in place a number of initiatives, all of which are centred on serving you better.

We're at an interesting time with coaching and mentoring in South Africa. There is a large growth of new entrants in the market from both a training and practitioner perspective. COMENSA's role as a professional umbrella body has become more and more relevant.

COMENSA has been built with a very thoughtful and solid base and we recognise that our challenge lies in meeting the very dynamic and diverse demands of the industry, so that you can continue to get value from your membership.

A number of initiatives have come online since we took office in October. The new web site is now live and sports a member's only area which offers you articles, an online forum, research materials, and access to the membership directory of COMENSA.

You can publish your biography online, allowing COMENSA members to access these details. This is useful if you are looking for coaches to assist you in projects, or simply to find the people working in the same field as you.

The website is a key strategic project for us and we will continue to add value-add resources for you to access within the membership area.

Enjoy our newsletter that updates you on these benefits and much more. Hit reply and give me feedback on things you would like to include in future newsletters.

All the best

Dale

Coaching under threat?

On the 19th October 2007 a notice was gazetted with proposed updates to regulations governing psychologists. While the notice was not much different from the 1974 regulations, there were a couple of additional clauses that effectively made coaching (and in fact all helping professions) the sole domain of registered psychologists.

A particular clause stating that any work in the realm of "growth and development" was limited to psychology caused a ripple effect through a number of fields including coaching.



While not wanting to get sensational, this means that once in place, the regulations will prevent teachers, sports coaches and even religious leaders from assisting people to grow and develop unless they are psychologists.

We've had different views about the origins of the changes. The more reactionary parties implied that it is a clear move by the minister of health to outlaw coaching, while some within the psychology profession implied that the changes came about as an administrative mistake when the laws were changed a few years ago.

We felt it was important for COMENSA to reply, as there would be a number of submissions sent in. As the main professional body for the coaching and mentoring community in South Africa we, needed to respond, provide our viewpoint, and clearly position COMENSA's credentials.

The COMENSA EXCO and a number of other people assisted in drafting a reply that we sent off in time to meet the 19th November 2007 deadline.

Our approach was three fold:

- Point out where confusion will arise from the new regulations,
- position COMENSA as the body that represents coaching and mentoring in the country and
- open up the possibility for a dialogue in the future.

New Membership Criteria for COMENSA

This portfolio committee has been hard at work since early in 2007 attempting to answer the question, "What does it mean to be a member of COMENSA?"

The starting point was that, while we are an inclusive organization wanting to include stakeholders, trainers, providers and buyers in the coaching and mentoring fields, it is important to define the significance of membership in COMENSA .

The Membership and Standards of Competence committee has produced a document which was circulated prior to the AGM. We are currently in a consultation phase until the 2008 AGM, at which point we will review all the feedback that we have, and put forward the membership criteria that are the result of the consultation.

It's important that you have your say and contribute to the consultation as it will affect you; we want the most representative views of our members. CTASA (The Coach Trainers Association of South Africa) is submitting formal feedback which we expect to receive early next year.

Benefits of leader.co.za agreement

COMENSA has entered into an agreement with the web portal leader.co.za. This means that our members can submit coaching articles under COMENSA's name which will be published on the leader.co.za portal. COMENSA is placed alongside organisations such as USB, GSB, Gordon Institute of Business School (GIBS), Wits Business School and publications such as Business Report, Journal of Marketing, Knowledge at Wharton and others.

If you would like to contribute then please contact the Chair of our Marketing Committee, Michelle Clarke (michelleclarke@telkomsa.net), who is co-coordinating and quality checking articles.



How our Business Systems are improving?

Saul Goldblatt reports on the Business Systems Project:

As a young organisation we recognise that we can always improve our business processes and supporting systems. With this in mind we have established a Business Systems Committee with the overall goal of defining, planning and implementing business processes and supporting systems, addressing COMENSA's known current and anticipated future requirements.

This Committee's first priority is membership administration, specifically identifying and implementing a system which will enable online membership application and renewal, and fee payments via credit card, to mention just a couple of its key components.

If you are reading this then you would have seen a request to 'register' yourself with Aweber in order to get our newsletter. We have implemented this system to ensure that you receive COMENSA emails and that you can control your own subscription options (see base of this eMail).

This will resolve the severe communication problems we've had to date, specifically the blocking of our communication by ISP's and anti-spam filters. If you know anyone who has not received this communication, please let them know that they can easily subscribe to our newsletter by sending an eMail to comensanews@aweber.com.

Our intention is for COMENSA to be experienced by our members as an efficient, professionally-run organisation, and we hope to make significant inroads towards this objective in the coming year.

How Ethics support your practice

Maintaining Ethical Standards in Coaching and Mentoring is the cornerstone of building our Profession. Please be advised that the latest version has been posted onto the website for Members attention.

Having an explicit Ethics Code is a huge benefit to you as a practicing coach or mentor. It means that you can give your clients a guarantee that COMENSA, independent of yourself, will hold you accountable to an Ethics code. This will give your clients peace of mind that you will always act in accordance with our core values:

- Autonomy - respect the autonomous decisions of adults
- Beneficence - aim to do good
- Non-maleficence - do no harm
- Justice - act fairly when the interests of different individuals or groups are in competition

What's happening with Coaching Psychology?

An intensive four-day certificate programme in Coaching Psychology was run for registered psychologists in Cape Town and Johannesburg in November. This programme was endorsed by COMENSA and sponsored by Resolve Encounter Consulting, and was accredited with the CPD points from the Board of Psychology of the HPCSA. The programme was run by Prof. Charles Malcolm (UWC), Prof. Frans Cilliers (UNISA), Marc Kahn (MD Resolve Encounter), Dr Willem de Jager (Assistant head of coaching at Resolve Encounter), Sean Germond (MD of Pygmalion Management Consultants), Zodwa Moatlhodi (Resolve Encounter) and Dr. Paddy Paisley (Director The Coaching Centre).

Feedback from the workshops was very positive. This programme was the first initiative in the field of Coaching Psychology in Africa. Coaching Psychology is already established in the United Kingdom and Australia under the auspices of the British and Australian Psychological Societies.



Events

Last year we had some very successful events including talks on "building your practice" and "how to handle the media" with Cape Talk's Lisa Chait.

Our events coordinators would love to hear what would be most valuable to you in 2008.

Take 2 minutes and drop us an email (comensa@idx9.co.za) telling us how we can use events to best equip you and other members with the essential best practice tools and techniques - ensuring that we all play our best game!

Opportunities for you

Our plan is to distribute our newsletter monthly to provide ongoing information to you in order to keep you abreast of developments in the coaching and mentoring world.

There are opportunities for you to contribute to the newsletter in various forms; this includes writing articles that will benefit members and publicise events that you are organising. Please drop us a note by hitting reply if you would like to contribute in some way.

Newsletter compiled by COMENSA Executive Committee

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