

## NEWSFLASH MAY 2022



### COMENSA Newsflash : MAY 2022

### THE PRESIDENT'S CORNER

#### COMENSA Newsflash for: May 2022

There seems to be confusion and inadvertent interchangeability in the usage of the term's professional designation and professional qualification. It is my intention to clarify the two from a terminology point of view, look at the benefits of a professional designations and draw attention to the six (6) registered professional designations within Coaches and Mentors of South Africa (COMENSA).

South African Qualifications Authority (SAQA) defines a professional designation as a title or status conferred by a professional body in recognition of a person's expertise and/or right to practice in an occupational field. While agreeing with the SAQA definition, I also want to add a prominence viewpoint that you can **only** use professional designations if you have completed the requirements set by your professional body. Indeed (2021) defines a professional qualification as an advanced vocational credential that provides you with specialised training in a specific profession.

From a SAQA policy perspective, it is critical to also note the following:

- That a professional designation should be conferred by a professional body to an individual in the form of a title, status and/or registration number;
- That a professional designation indicates registration of the individual with a professional body, and, where relevant, the right to practise in the particular field of expertise governed by the professional body. Retention of the designation is dependent upon compliance with the stated requirements of the professional body concerned; and

- That a professional designation can be revoked in terms of the rules, legislation and/or international conventions of the recognised professional body.

SAQA registers a professional designation in the designated register, separately from a qualification.

According to the Risk Management Society (RIMS 2021), a professional designation allows you to set yourself apart and illustrates your professionalism by indicating that you are dedicated to increasing your knowledge and achieving career growth. In my opinion, this is a worthwhile benefit to pursue as you seek to attain your professional designation. Within our space, we use the term “credentialing” to mean the process of granting either a coaching or mentoring designation by assessing and evaluating an individual’s knowledge, skill or performance level based on the respective COMENSA Behavioural Standards Framework (CBSF).

“Credentialing” means the formal evaluation process undertaken by a member of COMENSA to be considered for an award for a specific registered professional designation level. It is important in my view to therefore note how professional designations creates exposure and credibility in a specific occupational field.

We have started to see most buyers of coaching services emphasising the need to be credentialed or be a professional designation holder to be considered a credible service provider. We welcome this move as a necessary step that promotes the importance of professional designations in our operating space.

COMENSA has registered Professional Designations for Coaches and Mentors with SAQA in terms of Policy and Criteria for Recognising a Professional Body and Registering Professional Designations. For ease of reference, we have registered the following professional designations:

1. COMENSA Credentialed Coach (CCC);
2. COMENSA Senior Coach (CSC);
3. COMENSA Master Coach (CMC);
4. COMENSA Credentialed Mentor (CCM);
5. COMENSA Senior Mentor (CSM);
6. COMENSA Master Mentor (CMM).

Continuing Professional Development (CPD) assists coaching and mentoring professionals to get new information and consequently stay current and competent with new skills and advancements in their field. Best of luck as you embark on your path to attain your professional designation in either coaching or mentoring.

Yours in the Coaching and Mentoring Fraternity,

Mokadi Mathye

National President: **+2783 325 4676**

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# NEWSFLASH MAY 2022-VP

Hello Coaches and Mentors

Look out for the invitation to the launch of the corporate Identity and the new website which will immediately precede the national AGM,

**Date: 25 May 2022**

**Time 17:00 to 18:00 Launch of Corporate ID and website, followed by Q&A**

**18:30 to 20:00 National AGM**

**Online – there will be one Zoom registration link.**

**Voting** – please be sure to **VOTE and REGISTER**. All voting for the AGM takes place before the actual AGM. Your vote is important, and we need to make quorum.

## **Let's talk COMENSA Strategic Plan**

At the 2020 AGM you approved the strategic plan which you will remember consisted of the important pillars of

**Pillar 1 Membership** – attraction and retention of members. Value for membership.

**Pillar 2 Development of Membership** – for coaches and mentors to do the professional journey to credentialing and to maintain their designations via continuing professional development (CPD) which includes Supervision.

**Pillar 3 Organisation** – for COMENSA to be efficient and effective as a professional body and non-profit company.

**Pillar 4 Professional Coaching and Mentoring as industries and professions.** This pillar includes reaching the buyers of coaching and mentoring.

Following the AGM in 2020, Dawn Klatzko came on board as our Marketing Chair. Often we think of marketing as advertising or putting together a social media post. Dawn reminded us of the *“Nothing kills a bad product faster than good advertising.”* It was time for a Brand Review and for us to ask those difficult questions that we are so good at asking.

Not that we had a bad product. Rather it was less streamlined than it should be and did not meet stakeholders' needs or provide an inspiring customer experience. The Brand Review, Corporate identity and Corporate strategy allowed us to have a collective look at COMENSA and to ask **WHAT IS OUR WHY? Why does COMENSA exist?**

## **Our WHY?**

**COMENSA exists to ensure that the highest standard of professional service in coaching and mentoring is provided in South Africa.**

We also used the **forward back approach**. If we went into the future and looked back, what did we need to do to ensure that we would be sustainable? It was Marshall Goldsmith who said, "What got you here, won't get you there."

The second big question was then **How do we ensure that COMENSA is sustainable and relevant in 2025?**

We chose 2025 because we all know how fast things change and the days of projecting 10 or 15 years is somewhat pointless.

I would like to encourage you to read the document "**Addendum B: COMENSA Strategy 2025-2020**" which will be sent to you as part of the AGM pack. *(The slides could be designed better or written in jargon, but strategy that no one understands is not implemented and becomes meaningless.)*

Let me give you a peek into what is on Slide 4

1. Retain our professional body status with SAQA (Pillars 1 & 4) – changing organizational structure, rewriting MOI and other documents and whatever else needs doing for ongoing retention of our status.
2. Professionalise COMENSA (Pillar 3) by streamlining internal and external processes and automating systems.
3. Communicate our Brand and Value Proposition (Pillar 4) – the marketing part \*\*\*
4. Accountability for upholding standards Pillar 2 – our members being encouraged to embark on the professional journey to becoming credentialed coaches and mentors and to then retain their designations. MCSC (Membership Criteria and Standards for Competence) has done so much work here.
5. Measure and Manage outcomes because we cannot operate in the dark without knowing outcomes.

\*\*\* we are only now ready to market given that we have streamlined and automated to professionalise our offering and customer experience. The incoming Marketing portfolio will be focused on this area.

Please commit to being involved in COMENSA. Your professional body cannot operate without the hands, hearts and heads of its members.

I can be reached for personal matters on [colleen.qvist@gmail.com](mailto:colleen.qvist@gmail.com) following AGM on 25 May 2022.

Love and hugs  
Colleen Qvist  
National Vice President

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**SOCIAL AND ETHICS COMMITTEE**

**Dear Coaching and Mentoring community,**

I hope you are well and safe mentally, physically and spiritually!

As a resident of Durban I was one of many that was faced with torrential rain on the weekend of 8 April 2022. No one was prepared for the devastating aftermath of this destructive rain that caused so many to lose their lives and homes. The reality of this devastation is global warming, this was not the first storm that battered Durban, but it was by far the worst. Sadly it will not be the last. Mahatma Gandhi said *“Earth provides enough to satisfy every man’s need, but not every man’s greed”*

As coaches and mentors in South African what can we do to influence a change in society’s thinking and behaviour to help slow down or reverse global warming? There are many people and organisations who are putting in time and energy to bring about a change in mind-set and behaviour, how can we do our bit? As you ponder on this question, feel free to share your thoughts with me.



**We do not inherit the  
earth from our ancestors,  
we borrow it from our  
children ~ Native  
American Proverb**

Until next month be safe mentally, physically and spiritually.

With Love & Light

**Ashnee Naidoo – SEC Chair**

[SEC@comensa.org.za](mailto:SEC@comensa.org.za)

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**MARKETING COMMITTEE**

**COMENSA V2.0 HAS ARRIVED!!**

Following two years of intensive work we are thrilled to be inviting our valued members,

strategic partners and stakeholders to a milestone event. Join us on Thursday 25 May, 17h00, live online and be the first to view the new COMENSA Corporate Identity and website. This event will precede the National AGM.

What you will experience is the culmination of an intensive process of gathering insights to member and operational needs, a full COMENSA brand and positioning review, the appointment of a design company, a full review of all operational processes and a substantial financial investment. All of this has been with a single-minded goal in mind. To provide a platform in keeping with the role, status and gravitas of the leading South African professional body for coaches and mentors.

COMENSA looks forward to sharing this exciting milestone event.

Dawn Klatzko  
COMENSA Marketing

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## INVESTIGATIONS COMMITTEE

The Investigation Committee has now finalised the initial committee members. We would like to thank all the people that responded to our request for members. The calibre of applicants made the job more challenging, and it is good to know that we have COMENSA members still willing to take on volunteer roles.

The Committee will have representation from each chapter, providing a fair process for handling any complaints against our members.

Current members are:

- Veronica Wantenaar – Chair
- Janice Hanly – Secretary
- Nhlanhla Mafarafara – Limpopo
- Steph Dawson-Cosser – Gauteng
- David Davis – Western Cape
- Mfundo Thabang - KZN

We will be sharing our progress with you in future Newsflashes and please feel free to forward any questions to me that you may have at this stage.

Investigations@comensa.org.za  
Veronica Wantenaar

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# MCSC COMMITTEE

## **MCSC – Membership Criteria & Standards of Competence Committee**

We all strive to be the best, to be our best. And a very important factor to always keep in mind – is professionalism. Professionalism is the key to quality and efficiency.

What do we give our clients? What is their experience of us as Coaches and Mentors?

The opportunity is there for you to raise the bar – Credentialing.

Just as you flow in your coaching or mentoring sessions, you will flow in your credentialing.

Can we help YOU break down the barrier that holds you back?

I would also like to remind you, once credentialed, you have to earn your CPD (Continuous Professional Development) Points. You require 72 CPD Points over a 3-year period, and it is not difficult.

Can we help you? Can we show you?

And if you are a Training Provider, you can apply to have your programme approved by COMENSA. This also makes it easier for prospective students to find you.

Do you need us to walk you through the process?

An email would be welcome if you need us to walk alongside you – [mcsc@comensa.org.za](mailto:mcsc@comensa.org.za)

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## **Recently Credentialed!!**

**Congratulations to our member that have recently been Credentialed.**

**Dawn Burt – COMENSA Credentialed Coach**

**She has shared her experience about her Credentialing Journey:**



I am honoured to be accredited as a Credentialed coach of COMENSA, it has been a remarkable learning journey of self-discovery and personal growth.

Listening and observing have been meaningful on my road to credentialing with learning being a key motivator and an essential part. Ultimately, I believe that coaching plays a vital role in making our world a better place. I have always found human behavior fascinating and I am committed to empowering people to achieve their full potential and embrace a coaching (growth) mindset. One of the many areas that appeals to me most is making a difference in the lives of others. As we sow into others' lives we don't just learn about the them, but we learn about ourselves too.

An essential part of the credentialing phase was understanding the responsibility that comes with coaching. With this, the need for accountability, professional conduct and continued professional development which COMENSA provides through strong principled instruction and detailed framework. I would like to take this opportunity to thank the COMENSA Credentialing Coaches who created an engaging and positive assessment process. The experience was invaluable, thorough and professional with specialised and practical feedback that I will most certainly use going forward.

It's been an incredible journey so far - thank you!

*We look forward to having YOU as our next applicant for Credentialing.....*

André Retief

**MCSC Chair**

[mcsc@comensa.org.za](mailto:mcsc@comensa.org.za)



# SUPERVISION PORTFOLIO COMMITTEE

## *Co-Creating SHIFT through Supervision*

As coach or mentor,  
supervision **SHIFTS YOU** from *inside out*;

- YOU as **person**
- YOU as **coach/mentor**
- YOU as **professional**

**Supportive • Transformative • Qualitative**

This month's event:

**Wednesday 4<sup>th</sup> May 2022**

Topic: Co-creating SHIFT through supervision, with the focus on you as a COACH.  
Lesanne Brooke will explore diversity awareness and how supervision supports our coaching and mentoring in diverse contexts.

**Forthcoming Event: Thursday 23 June 2022**

We will have the pleasure of engaging with members at the KZN Chapter event.  
Details will follow in the invitation.

**If a picture paints a thousand words, try these Supervision videos**

Over the last 2 years our Supervision committee has held many virtual events involving breakaway rooms for group supervision or a deeper exploration and personal experience. Similar questions came up in most of the sessions, irrespective of topic, attendees (experienced coaches or new) and location.

As a result, the SPC jumped at the suggestion from the Marketing Portfolio to have animated videos professionally produced to explain key topics and also video several coaches talking directly about their supervision experience and the benefits.

We encourage you to look at these short videos which will be available soon on the new COMENSA website.

**Wellness Tip**

Instead of scrolling through your phone as you wake up, why not start the day by expressing gratitude for someone or something.

# CHAPTER CHATTER



## **GP NEWS: May Edition**

We thank you once again for your support, attendance and participation at our AGM on 05 April. It was a wonderful opportunity to gain more knowledge on the business of COMENSA, which enabled a learning experience for both our Chapter leadership and members. We heard and noted all your questions, comments and suggestions and would like to assure you that they are documented in our minutes and will be attended to, post our National AGM. As your current Gauteng Committee Members for the year 2022/23 we are here to serve you, so please feel free to engage us directly should the need arise. You can also find our contact details via our COMENSA website <https://www.comensa.org.za/Contact/Gauteng>

<b>COMENSA GAUTENG COMMITTEE</b>	<b>GP COMMITTEE DESIGNATION</b>	<b>GP COMMITTEE EMAIL ADDRESSES</b>
Tsietsi Telite	Gauteng Chairperson	<a href="mailto:gpchair@comensa.org.za">gpchair@comensa.org.za</a>
Karabo Manyama	Gauteng Deputy Chairperson	<a href="mailto:gpdeputychair@comensa.org.za">gpdeputychair@comensa.org.za</a>
Joyce Baloyi	Gauteng Secretary	<a href="mailto:gpsecretary@comensa.org.za">gpsecretary@comensa.org.za</a>
Motshidisi Letloenyane	Gauteng Membership	<a href="mailto:gpmembership@comensa.org.za">gpmembership@comensa.org.za</a>
Vesper Nkoane	Gauteng Events	<a href="mailto:gpevents@comensa.org.za">gpevents@comensa.org.za</a>

We are pleased to inform you that Gauteng was well represented in the subsequent AGM's of the other three chapters of COMENSA. Thanks to our Gauteng Chapter leadership for showing up and supporting our fellow colleagues nationally. We also played our part by engaging with all Chapter Chairs to support them through preparing for their respective AGM's, sharing our experiences and lessons learnt for the benefit of growing each other. We are proud to say that this synergy worked quite well for all involved and we look forward to more cross-chapter knowledge sharing nuggets.

We convey our message of support to the cause of working people in SA, Afrika and around the world. We hope you all had a great International Workers' Day. Our well wishes to members from all religious denominations and belief systems, as you observe, commemorate and / or celebrate various occasions in your respective calendars.

Our COMENSA national focus for the month of May revolves around Supervision and Membership. We encourage our entire chapter members to be present and play an active role

at scheduled national events. Thanks to Lesanne Brooke for ushering us into May, through Supervision as a support mechanism in diverse situations and environments. We commit as GP, to bring back hope and rejuvenation in these tough economic times through coaching and mentoring. We encourage self-employment ventures and entrepreneurship as part of building a more productive and professional regiment.



**Greetings from the KZN Chapter  
May 2022 Newsflash**

April in KZN was a month of mixed emotions. Our AGM which is always a time of excitement as we ratify our way forward for the year ahead and establish our committee came at a difficult time, when our mood was sombre. KZN is still trying to recover from the devastating floods that, not only took the lives of over 400 people but also damaged homes and businesses. Our thoughts are with those of our members who have been adversely affected and our KZN community at large.

Our AGM saw us voting in our new secretary, Rajeshree Dessai. We look forward to having Rajeshree on our team.

Nicola Tyler Founder of Business Results Group shared some insights into Leading Like a Multiplier, a Leadership Development Approach at our AGM which covered insights into minimizing your accidental diminisher tendencies and take on a multiplier mindset.

Upcoming is our National AGM this month 25<sup>th</sup> please all do participate. Our next Chapter Event will be on the 23<sup>rd</sup> June 2022 in collaboration with our KZN supervision team.

**To our members, please take care of your wellness in mind, body and spirit especially during this time of recovery.**

**Mindful regards,**

Michelle Strickland (Chair), Adina De Vries (Deputy Chair), Rajeshree Dessai (Secretary)



**May 2022 Newsflash – Western Cape  
Greetings to everyone from the Western Cape.**

As we continue to grow and professionalise the coaching industry in South Africa, an important aspect of that growth is to ensure that we report back to our community and share our development journey as a professional body. We therefore have Annual General Meetings (AGMs), and invite our community to join us in looking back over the last year.

We had our Western Cape AGM in April, and we spent this time reflecting on our growth in the 2021/2022 year – we celebrated where we had accomplished what we set out to do, and we also considered our endeavours for the new year. We welcomed Claudio Chiste into his second term as Chapter Chair, and Teresa Muller into her second term as Chapter Secretary. As a Chapter, we want to acknowledge and say thank you to them for their continued commitment and for contributing toward the advancement of COMENSA.

Our next event for the Western Cape will be in July. We will be privileged to have Klasié Wessels with us to share on the topic of “Coaching Towards Meaning and Purpose – Using the Principles of Logotherapy”. If you don’t know what this is, you need to plan to join us for this exciting event!

Keep your eye on your emails for more information.

**DATE:** Wednesday, 13 July 2022

**TIME:** 18:30 - 20:00 (PM)

**VENUE:** Zoom link will be sent

Sending you all best wishes,  
Claudio, Teresa, Charne and Merlinda



**LIMPOPO CHAPTER OF COACHES AND MENTORS OF SOUTH AFRICA,  
(COMENSA)MAY 2022**

The Limpopo Chapter of COMENSA successfully held its 2<sup>nd</sup> Annual General Meeting, (AGM) on the 26<sup>th</sup> of April 2022. The AGM was conducted via online platform.

We appreciate all our members in good standing who submitted their proxies. It gives us great pleasure to know that we have members who are committed to see COMENSA moving to the next level of success.

We remind our members to make all efforts possible to attend the National AGM that takes place on the 25<sup>th</sup> May 2022 at 17h00 via Zoom platform. Please register to get the meeting link. Let us share the joy of coaching and mentoring together.

To our members who need to credential, please log in to our website: [www.comensa.org.za](http://www.comensa.org.za) for more details or contact [mcsc@comensa.org.za](mailto:mcsc@comensa.org.za) .

Those who need to renew their membership, please check your emails for renewal invoices or write to [lpsecretary@comensa.org.za](mailto:lpsecretary@comensa.org.za) or [administrator@comensa.org.za](mailto:administrator@comensa.org.za)

Thank you!

**[lpchair@comensa.org.za](mailto:lpchair@comensa.org.za) ,0836996600**

**CHAPETER CHAIRPERSON**

**REUBEN RAMMBUDA**

**COMENSA MASTER COACH**