

## COMENSA Newsflash : JUNE 2022



# COMENSA

COACHES AND MENTORS OF SOUTH AFRICA

### THE PRESIDENT'S CORNER

#### COMENSA Newsflash for: June 2022

Dear Members of COMENSA,

Thank you so much for the individual and collective roles you played in ensuring that the 17th Annual General Meeting (AGM) held online on the 25th May 2022 becomes the success it was. We remain thankful for your active participation in the affairs of the organisation, particularly in exercising your rights to vote. All recommendations and proposals put before the AGM were astoundingly approved and for that we remain appreciative and grateful. Detailed voting results and further information will be shared when the AGM Minutes are circulated to the members.

The launch of the brand identity and the new website before the AGM was but beautifully presented. Without sounding like a broken record, please allow me to reiterate our appreciations to Dawn Klatzko and Colleen Qvist for their dedication over a period of two years to ensure that the projects near its completion. I can safely say without fear of contradiction that it is indeed true that determination to be wise is the first step towards becoming wise.

I encourage all members to familiarise themselves with the new website and ensure that the new brand identity is littered in our operating landscape. I am inclined to agree with the assertion that says your brand identity tells people who you are, what you do, why you do it and how you do it.

It looks like we have embarked on yet another interesting expedition in our quest of ensuring that COMENSA remains the professional body it is meant to be. We look forward to this exhilarating journey.

As I say farewell to Colleen Qvist as our previous Vice President, I am also welcoming

Veronica Wantenaar as the new Vice President. Thank you, Colleen, for your dedication, passion and love for COMENSA. I am comforted by the fact that you are a phone call away. Let me also welcome both Veronica Wantenaar and Neil Jansen as new members of the board of directors. We look forward to your contributions as you exercise your fiduciary duties as directors of COMENSA.

Again, thank you for your expressed enthusiasm, backing and we look forward to your ongoing support and participation in the affairs of COMENSA. The journey ahead looks exciting and thrilling.

Inkomu swinene; Ke ya Leboga, Ngiyabonga, Enkosi, Ndo Livhuwani, Thank you and Dankie.

Yours In his Service,

Mokadi Mathye

National President: +2783 325 4676

## VICE PRESIDENT

I would like to thank the people that nominated and voted for me to take over the role of National Vice President of COMENSA for the next two years.

This is an exciting time to be taking on this role as COMENSA has just launched its new website, which now offers a much more friendly site for both our members and the public to find out about who we are, why we exist and how to contact us for anything related to coaching and mentoring.

I would like to offer my thanks on behalf of all COMENSA members to Colleen Qvist, the outgoing National Vice President. She has been an integral part of the creation of the new look website and given many hours of her time in service of the organisation.

For those of you who don't know me I would just like to confirm that I am committed to support the leadership and goals of the organisation, promoting COMENSA as a Professional Body that is the natural home for coaches and mentors and the place of reference for organisations and individuals looking for coaches and mentors. The members are our priority, finding ways to support you wherever you are in your journey as a coach or mentor.

I have been an active participant in COMENSA since I joined in 2008 and I would encourage you to volunteer in the building of the organisation, keeping us relevant to the challenging world in which we find ourselves and helping us extend coaching and mentoring to a wider audience.

COMENSA is **your** COMENSA, and it needs you to share your thoughts and ideas to help us to continue to support your needs and interests, and those of the broader public that we serve. You are welcome to contact me on [VP@comensa.org.za](mailto:VP@comensa.org.za)

Veronica Wantenaar

National Vice President

## SOCIAL AND ETHICS COMMITTEE

**Dear Coaching and Mentoring community,**

I hope you are mentally, physically and spiritually well!

As a coach/mentor we place ourselves in a position of trust with our clients, we are therefore ethically bound to ensure that we act in a morally responsible and professional manner. Some guiding *ethical principles* are:



*Do no harm* - As coaches and mentors we understand the difference between right and wrong; we have entered this profession with a desire to help rather than harm.

*Do good* – Our primary reason for becoming coaches and mentors was a need to do good and provide a service.

*Encourage autonomy* – our overall objective is to provide the client with tools that enable them to ultimately operate independently.

*Confidentiality* - involves a set of rules executed through a contract or confidentiality agreement limiting access to certain types of information. This is usually thought of as an ethical issue and is also a legal obligation.

**How can we ensure we adhere to these guiding principles?**

- Set boundaries - Clear definitions should be made regarding the primary client, the hierarchy of stakeholders and the rules of engagement.
- Confidentiality - Clear guidelines should be established to detail what information may or may not be divulged.
- Competence - The role of the coach/mentor to be clearly laid out detailing required outcomes. You should also objectively assess the requirements against your capability and competency.

- Dependency - Clear guidelines outlining length of coaching/mentoring process to be made as well as an exit strategy.

*"We can change the world and make it a better place. It is in your hands to make a difference"*  
~ Nelson Mandela

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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## INVESTIGATIONS COMMITTEE

The Investigations Committee has now held its inaugural meeting and set about the task of clarifying roles and responsibilities of the Chair and members. The next step is finalising the Terms of Reference that can be sent to the Board for approval. This is being developed with input from all the committee members and we can already see the value that each individual is bringing in terms of their commitment, knowledge and participation.

We look forward to sharing information with you on this journey to create an effective investigation process that will support the professional body status of COMENSA.

If you have any questions, please do not hesitate to contact me at the following email address: [investigations@comensa.org](mailto:investigations@comensa.org)

Veronica Wantenaar -Chair

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## MCSC COMMITTEE

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

How important is it for us as Coaches and Mentors to be competent? And in saying that, we often find ourselves very aggravated when we notice Coaches and Mentors not being competent, and in some cases, not even applying the basics of Coaching or Mentoring. That is why COMENSA has compiled the Behavioural Standards, which is the essence of Coaching and Mentoring. Without it, how would a session really be, and how would the client experience the session?

It reminds me of this quote by Mary Jo Putney, 'Competence is a great creator of confidence'. If we as Coaches and Mentors are competent, we will be so much more confident, providing more value to our clients.

Something that has stuck with me over the past number of years, and I always remind myself of it, that clients don't pay for Coaching or Mentoring, they pay for results.

Be more competent, which will make you more confident, effective and efficient.

Below is a short note from Hendrik Crafford, indicating that the awareness of Financial Advisors and Coaches toward the COMENSA Behavioural Standards is on the increase, wanting to create improved results and outcomes for their clients.

### **FINANCIAL COACHING SPECIAL INTEREST GROUP**

A group of like-minded coaches and financial planners that is interested in becoming credentialed coaches started a Financial Coaching Specialist Group in October 2021, with the leadership and guidance of Andre Retief.

Sharon Moller, Facilitator of the Integrated Behavioral Coaching course at Old Mutual Wealth and Hendrik Crafford from Craffies Financial Coaching and Financial Coach Facilitator at the University of the Free State initiated the conversations with Andre to explore the following in the Specialist Interest Group:

1. Create a shared understanding of Financial Coaching
2. Explore if Financial Coaching require additional behaviour standards than the current COMENSA Behaviour Standards
3. Share best practices.
4. Promote Financial Coaching and COMENSA Coach credentialing to both practitioners and the public.

We meet every second last Friday of the month at 08H00 on Zoom.

If you have an interest in Financial Coaching or are curious about Financial Coaching, please join us by registering using the following link: <https://us02web.zoom.us/meeting/register/tZEkc-2srTMpGdyfKjqt7bllb0mEvx1N4xTW>

If you only want more information, you are welcome to contact Hendrik at [hendrik@craffiescoaching.net](mailto:hendrik@craffiescoaching.net).

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### **Recently Credentialed!!**

**Congratulations to our three members who have recently been Credentialed.**

**Sedi (Mmamasedi) Manthoko – COMENSA Credentialed Coach**



My name is Sedi and I am a recently Credentialed COMENSA Coach. I have always wanted to be a credentialed member of COMENSA for I recognize the value that it adds to my brand, and more importantly I appreciate that COMENSA is there to ensure that my services are appropriate for the public, and I fully buy into the idea of adhering to the standard that makes me fit to serve the public!

Building up to the coaching evaluation session, the process was very flexible in allowing that I bring my own client to the coaching. This flexibility enforced my view that COMENSA is not rigid; and that COMENSA lives up to their commitment to making the credentialing journey easy and not burdensome.

During the credentialing process, my evaluators made me feel at ease, and helped me and my client relax. My client experienced some technical challenges and we were given a bit more time to cater for that – flexibility demonstrated once again, as well as empathy!

I now have a good appreciation of the credentialing process. During the process, I appreciated what it means to demonstrate the behavioural standards and the relevance of the standards to effective coaching.

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#### **Helen Harrod – COMENSA Credentialed Coach**



“The Credentialing application process seemed to initially be overwhelming. But once I had my log updated and testimonials from clients, I was able to work through the process easily. The evaluators explained the evaluation and observation process in a reassuring and professional manner. There were 2 of us being assessed on that day, and I enjoyed coaching my fellow coach. I am pleased that I successfully have become an credentialed coach with COMENSA. I encourage others who are thinking about whether to do this – fulfil the criteria, coach as you know how and you will be able to complete this step of becoming a Credentialed coach.”

#### **Tillie Smit – COMENSA Credentialed Coach**



The Evaluation and being Credentialed, was something I dreaded, but the experience was made smooth by the kind and caring people involved in the process. The two examiners, Jacques and Linda, were very reassuring and confident and that helped me to relax and just do my thing. I appreciate the constructive feedback I received from them, knowing that I still need to learn a lot.

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

***But my question to you is this....what exactly is holding you back from doing this? I would love to hear from you.....***

André Retief

**MCSC Chair**

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

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**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**

The SPC online events are proving to be popular with COMENSA members – there are several more planned for this year, so sign up if you haven't done so yet.

Our most recent event was on May 4, with the topic “Co-creating SHIFT through Supervision with the focus on you as a COACH or MENTOR”. Lesanne Brooke explored diversity awareness and how supervision supports our coaching and mentoring in diverse contexts.

Some feedback comments received:

- ‘Supervision is where coaches are held as they work with challenges and opportunities - it's a space to learn and grow, safely.’
- ‘A great, insightful session. I am glad I finally made it to a COMENSA session and will be attending many more.’
- ‘Supervision is imperative for every Coach and mentor.’
- ‘So eloquent and powerfully dialogued.’
- ‘Awesome visuals.’

### **Forthcoming Event**

We will again be engaging online with COMENSA members, this time hosted by the KZN chapter.

**Date:** Thursday 23 June 2022

**Time:** 6.30pm – 8pm

Topic “Co-creating SHIFT through Supervision with the focus on YOU in your SYSTEM”

This will be another opportunity to experience supervision first-hand, as well as to reflect on your own coaching practice, and to meet with fellow COMENSA members. Details will follow in the invitation.

### **Wellness Tip**

The next time you shower, instead of taking your boss/children/worries/shopping list into the shower cubicle with you, rather engage all your senses and focus on the water, soap,

temperature and more, turning your experience into a mindful practice.

## RESEARCH COMMITTEE

This month's article we would like to dedicate largely to Janice Hanly, our outgoing secretary. Janice is our longest-serving member, having joined the Research Portfolio Committee in 2013 already.

Thank you, Janice, for your unwavering positivity, diligent upkeep of the committee's administrative tasks, and the guaranteed batch of smiles from your side of our meeting rooms. We understand your decision to move on to something new and we are happy that you have found it in the newly formed COMENSA Investigations Committee (crossing the floor, she



called it ).

It was great having you with us and thank you for your contribution to the RPC. We will truly miss you in our conversations.

All the best

Elona, Jacques, Jabulile, Rosieda, and Patrick.

From a research perspective, have a look at this article on how a mentoring programme helps to ease the labour market integration of youth in Belgium: <https://doi.org/10.24384/sxrr-ec22>

### **The research uses this definition of 'mentoring-to-work':**

*A person with more localised experience (mentor) provides guidance to a person with less experience (mentee), the objective of which is to support the mentee in making sustainable progress in their journey into the labour market. Both mentor and mentee voluntarily commit to this and establish contact on a regular basis. The relationship is initiated, facilitated, and supported by a third actor (organisation). While asymmetrical, the mentoring relationship is of a reciprocal nature.*

The programme pairs youth between the ages of 18 and 33 years old with volunteer mentors over 50 years old, and since 2013 it has already paired more than 3,000 mentees. The mentees come from across the world, all with a migration background. The 5 most popular mentoring topics are: increasing confidence, writing of resumes, look for jobs, writing cover letters for the job applications, and preparing for interviews.

This research documented the wide impact the mentoring programme has had over the years. One of the most important research findings was the importance of matching mentors and

mentees. This highlights the need for a good understanding of mentee needs and of mentor skills and background.

## CHAPTER CHATTER



### GP NEWS: June Edition

Please join us as we welcome Mohau Mphomela to our GP Committee. Mohau has volunteered to serve with us, bringing with him a wealth of experience in various aspects of leadership. He has travelled and represented institutions locally and internationally. Mohau has been a member and in many instances served as chairperson of various boards. He has passion on issues related to events management amongst other areas. We are excited to have Mohau in our midst.

We would like to thank our leadership who have served us until the National AGM. Once more, congratulations and welcome to those who have joined the leadership. We commit to support you in the journey to take our COMENSA to greater heights.

Thanks you to our members for showing up at the National AGM. Your presence and inputs are much appreciated.

As June in South Africa observes the sacrifices of the youth and students of June 1976 and other terrains of our historical struggles against injustice, the COMENSA GP Committee makes an offer to provide at least 2 hours of coaching and mentoring to the youth and students of our country. We avail ourselves to provide pro-bono coaching and mentoring to those who will raise their hands for support this month of June. Should you find this offer appealing to you, please contact the Gauteng Chairperson on the contact details below.

Tsietsi Telite	Gauteng Chairperson	<a href="mailto:gpchair@comensa.org.za">gpchair@comensa.org.za</a>
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You can find contact details of other committee members via our COMENSA website <https://www.comensa.org.za/Contact/Gauteng>.

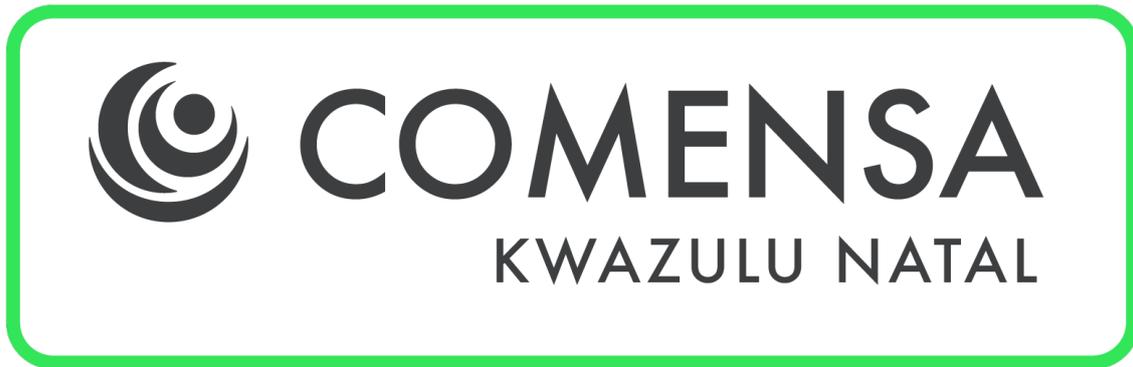
We convey our commitment to the cause of the youth and students universally. We support the

various interventions and moves to grow and develop the future of humankind. It is in the youth and students that the future will be guided in the right direction. Let's work together to steer the world in the right direction. It starts with small steps.

**Please remember to:**

- *Renew / update your membership*

Yours in service: *Tsietsi Telite, Karabo Manyama, Joyce Baloyi, Motshidisi Letloenyane, Vesper Nkoane and Mohau Mphomela*



**NEWSFLASH June 2022- KZN**

May has been a busy month for COMENSA. National, have launched our new high-quality website for us to explore. We are so appreciative of the new look and feel and the easy flow of navigating the website.

With the recovering of the recent floods, we all remain positive that with the kindness of the communities, and government's commitment things will improve.

This month, see us partnering with our Supervision Committee who will be running our event on the 23 June. We look forward to a brief overview of supervision and then actual breakaways with a supervisor.

We are also in discussion with DCCI to look at dates for this year's speedcoaching. We will be sending out a call to coaches in the upcoming month for coaches to participate in the speed-coaching sessions.

On that note if I may leave you with a note ...“Stay focused. Your start does not determine how you're going to finish.” —Herm Edwards, Head Coach New York Jets (2001-05), Kansas City Chiefs (2006-08)

Stay safe!

Your KZN Team,

Adina, Michelle and Rajeshree

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### June 2022 Newsflash – Western Cape

Greetings and happy June to everyone from the Western Cape.

In this last month, we were reminded at the national AGM, of the significant role that we play as an organisation to support the development of coaches and mentors. As a chapter, we were pleased to see the strides toward professionalising coaching that has been made by the COMENSA National Leadership team, and the supporting committees and chapters. We acknowledge and commend our Leaders for leading from the front and providing the space for us to learn from and celebrate our successes as an organisation, while also recognising the value in reflecting on our areas for development and growth.

As a member organisation, it is important that each of us play our role in making COMENSA an organisation where we contribute, bring our expertise and experience, and identify/request areas where we see the need for further development. As the Western Cape Chapter, we are committed to this and to supporting our national strategy. We invite you join us in this.

The Western Cape chapter would like to thank our outgoing Vice President, Collen Qvist, for her service to COMENSA, and we welcome in the new VP, Veronica Wantenaar, as well as other new office-bearers.

The next Western Cape Chapter event will take place on Wednesday, 13 July. Klasie Wessels will be with us, speaking on the topic, “Coaching Towards Meaning and Purpose – Using the Principles of Logotherapy”.

Keep your eye on your emails for more information, and plan to join us for this event.

**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



# COMENSA

## LIMPOPO

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

Hello to Limpopo Coaches and Mentors,

We welcome the new COMENSA year 2022/23 after hosting the 17<sup>th</sup> National Annual General Meeting, (AGM).

Limpopo Chapter welcomes Veronica Wantenaar as the COMENSA incoming Vice President. Endless kudos and thanks to the outgoing Vice President, Collen Qvist.

It was great to get a reemphasis that buyers of coaching and mentoring services are incessantly requiring coaches and mentors who are credentialed by a reputable controlling body like COMENSA.

If you need that breakthrough in your practice, we invite you to begin your credentialing journey.

The launch of the new COMENSA website was a historic mark. A number of functionalities are now automated for the convenience of our members.

As usual we invite volunteers who need to assist with membership recruitment to write to [lpsecretary@comensa.org.za](mailto:lpsecretary@comensa.org.za) or [lpchair@comensa.org.za](mailto:lpchair@comensa.org.za)

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) Explore the COMENSA's improved website,

Thank you!

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

CHAPTER CHAIRPERSON  
REUBEN RAMMBUDA  
COMENSA MASTER COACH

Mokadi  
COMENSA President

Max

Mathye,

Veronica  
COMENSA Vice President

Wantenaar