

COMENSA Newsflash : SEPTEMBER 2022



COMENSA

COACHES AND MENTORS OF SOUTH AFRICA

THE PRESIDENT'S CORNER

COMENSA Newsflash for: September 2022

Dear Members of COMENSA,

It is in September that we welcomed Spring day. We saw and witnessed how people enthusiastically welcomed the season of Spring. There are so many activities on the global and local landscape that takes place in September each year. For my article, I will focus on Heritage Day locally and International Literacy Day globally as their themes are somehow interconnected or mutually related. I will further share the benefits of reading as articulated by Alicia Ivory.

Heritage day on the 24th September recognises and celebrates the cultural wealth of our nation. It is celebrated to mark our nation's diverse culture and heritage in South Africa. No wonder we are often called the "Rainbow Nation"? It is called the "rainbow nation" because we have many different cultures and 11 official languages. Government has called on all South Africans to use Heritage Month to foster greater social cohesion, nation building and a shared national identity. For the month of September this year, the call is specifically aimed at all South Africans to support the culture of reading and also incorporate it into their daily lifestyles. "It is important to encourage your children to visit a library and start reading at an early age so that they grow up with the passion for reading as this develops a broader vocabulary and increased general knowledge." Ivory(2022) asserts that opening a book can transport readers to many worlds- real or fabricated. She affirms that literacy skills can also build a solid foundation for success in many areas of life

As we encourage and support the culture of reading, it is equally important to observe and celebrate International Literacy Day(ILD) which is observed on the 8th September every year. ILD was created by the United Nations Educational, Scientific and Cultural

Organisation(UNESCO) in 1967 to “remind the public of the importance of literacy as a matter of dignity and human rights, and to advance the literacy agenda towards a more literate and sustainable society.” Every year, UNESCO selects a theme for ILD. This year, the theme is “Transforming Literacy Learning Spaces” to help inform people of the importance of literacy learning spaces to build inclusive education for all.

According to Ivory(2022) there are numerous benefits of reading and I share the following key ones:

- v. **Boosts Imagination:** When reading, we conjure images in our minds to build worlds and characters based on what we read, which takes our imagination to the next level. Plus, when reading about characters from diverse backgrounds, we can envision lives that differ from ours.
- v. **Develops Writing:** Through reading, we encounter various writing styles, ways to structure sentences, and descriptive words and phrases. Studying the written word can help improve writing- whether it's short social media posts, long works of fiction, or anything in between.
- v. **Increases Knowledge:** Reading exposes us to information about a range of topics, from cultural and historical events to scientific topics. The more we read, the more knowledge we can gain.
- v. **Reduces Stress:** According to studies conducted by cognitive neuropsychologist Dr David Lewis “reading for just 6 minutes can be enough to reduce stress levels by up to 68%.” Focusing on a single task of reading can help to ease tension.

Amongst us there might be Literacy Coaches and it is my hope and wish that September will be a busy month for them.



Yours In his Service,

Mokadi Mathye

National President: +2783 325 4676

VICE PRESIDENT

September Newflash – VP



We enter September and realise that we are approaching the last four months of the year and you may be tempted to start slowing down, but spring is here and that is a time for green shoots to rise above the ground. It is a good time to shake off the winter blues and make new plans. Set yourself some goals that you would like to achieve before the holidays.

- Maybe networking – join some of the chapter and portfolio events.
- Maybe credentialing – what a great way to end the year.
- Giving back – join a portfolio and get involved as an active member.
- Look for a new course to add to your skills and knowledge, you can earn CPD points too!

As coaches and mentors, we all appreciate the importance of living in the now. So, if you want things to happen this year and set up for next year, NOW is the time to do it.

News updates

JGSG – Joint Global Statement Group

COMENSA will be joining with members of this international group to run webinars in November 2022 on **Inclusion & Diversity** and in January 2023 on **Coaching beyond: Extending the reach and boundaries of coaching**. So, watch this space for updates.

University of Johannesburg

COMENSA and University of Johannesburg (UJ) are jointly presenting a webinar on 16 November 2022. The topic is **Coaching from an Intercultural Perspective**. COMENSA will be providing the panellists and we will share the information with you in our next Newsflash.

Portfolio News

We now welcome Theresa Vivian Moila as the **Chair of the Audit, Risk and Finance Portfolio** joining us from 1 September 2022. We are pleased to have found such an experienced person to take on this important role with:

- Over 20 years' experience in Senior Management in the Corporate World
- Over ten years' coaching experience
- Over 15 years' experience of serving in boards
- Over eight years' experience of serving in Risk, Audit and Finance committees of Boards
- Over thirty years' experience of mentoring young people



We are also pleased to say that the **Nominations and Governance Committee** has now been formed under the Chairperson, Andre Swart, with their first meeting taking place next week.

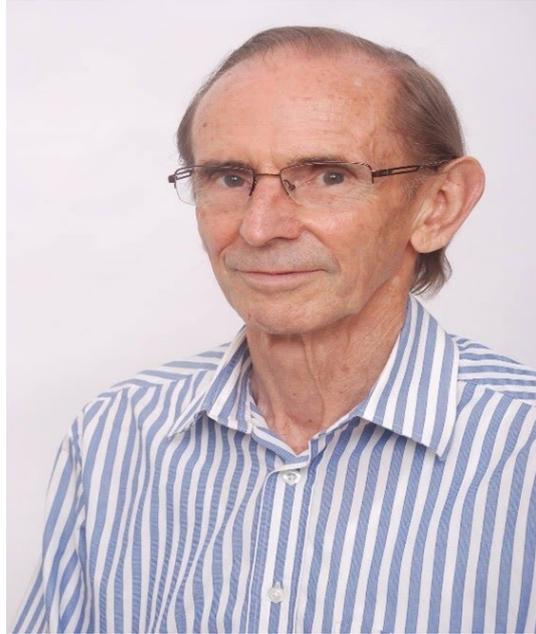
We are still looking for someone to **Chair the Information Technology Portfolio Committee**. Someone who will help us to ensure that we take COMENSA forward in terms of our information and technology systems. If you are able to assist us, please contact me: Vp@comensa.org.za

SOCIAL AND ETHICS COMMITTEE

Dear Coaching and Mentoring community,

I hope you are mentally, physically and spiritually well!

The Social and Ethics Committee would like to pay tribute to a long serving member of our committee, Andrew Swart who passed away last week. Whilst Andrew stepped away from the committee in August 2021, to focus on writing his book, we still considered him a team member and a respected colleague.



Andrew played a significant leadership role in the Ethics Committee for many years and led the committee's transition from the *Ethics Committee* to the *Social and Ethics Committee*.

He will be fondly remembered as a soft spoken person who enthralled many with his vast knowledge, philosophical perspective of life and ethics, storytelling and ability to engage with a diverse audience whilst still making everyone feel included.

I met Andrew as a student member of the KZN Chapter, at this point I was deciding whether to become a member of SABPP or COMENSA. After having a conversation with Andrew, I knew COMENSA and the Ethics Committee would feed my passion of being of Service to humanity. As a member of the committee under Andrew's leadership and mentorship I learnt the valuable lesson of humility, compassion, inclusion, the value of diversity and respect. As a human resources and labour specialist, I was taught to look at factual information, Andrew showed me the value of looking beyond the surface of an issue and seeing the multifaceted aspects of a matter.

We will truly miss his physical presence and willingness to always be of service to COMENSA. Our thoughts and prayers are with his family, as well as our Gratitude to them for sharing this humble humanbeing with us.

Until next month be safe mentally, physically and spiritually.

With Love & Light

Ashnee Naidoo – SEC Chair

SEC@comensa.org.za

SUPERVISION COMMITTEE



“If you want to go fast, go alone. If you want to go far, go together.”

In August we had the pleasure of engaging with COMENSA members at the Limpopo Chapter event.

The topic was **“The Value of Supervision for Start-Up Coaches and Mentors”**

September Event

Date: Monday 19th of September

Time: 6pm – 7.30pm

Topic: **“Is Contracting compromising you as Coach/Mentor?”**

After a short talk, there will be an opportunity for a supervision experience in a breakaway room. As this is an experiential session there will not be a recording.

Our Committee

We were delighted to welcome three new members to our committee this past month:

- Gorette Doria
- Lloyd Poelmann
- Mohau Mphomela

Wellness Tip

Stand up every thirty minutes while working at your desk.

INVESTIGATIONS COMMITTEE

COMENSA Investigations Portfolio Committee

Newsletter: September 2022

David Davis – Vice Chair

We are continuing the development of the new process for investigating complaints in COMENSA, as prescribed by The Code of Conduct and Ethics. This can be found on the

COMENSA website:

<https://www.comensa.org.za/wp-content/uploads/2022/07/COMENSA-Code-of-Ethics-and-Conduct-1.pdf>

As a reminder, all our members sign up to the COMENSA Code of Conduct and Ethics, which details conduct related to all their dealings as a coach or mentor.

For this month, we share two items:

First, as a Committee, we wish to be representative of all chapters and thus request volunteers who would like to support the organisation to consider joining the committee. Currently, we seek an additional member from Kwazulu-Natal.

Secondly, if you or a client would like to lodge a complaint, do use the online form and consider sharing the link with your existing clients as a basis to emphasise your commitment to the highest Standards of Conduct and Ethical behaviour.

The initial form can be found at the bottom of the Find a Coach or Mentor page <https://www.comensa.org.za/find-a-coach-or-mentor/>

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

MCSC COMMITTEE

MCSC – Membership Criteria & Standards of Competence Committee

Are you paying attention to your brand?

Have you ever wondered what people say about you when you exit the room after having been in their presence?

The founder of Amazon believes that our brand is what people are saying about us when we are not in their presence.

So what is all the hype about a personal brand as the credentialed coach?

Branding is a crucial part of success.

Our branding is important because it is what makes us unique.

Our reputation precedes us and our brand is what we craft to present ourselves to our world via social media, presentations, lectures and webinars we present.

Your brand needs to be deliberately crafted and is more vital if you are an influencer and a credentialed coach that is offering executive leaders and leaders and entrepreneurs your set of gifts, skills and talents.

A Branding Checklist

Here are some of the items that you would need to pay attention to when you are intentionally and deliberately developing your brand.

And by no means is it comprehensive.

In fact, should you want to receive a free article written by three experts on the subject of branding, please feel free to email me at mcsc@comensa.org.za.

1. Discover your drive and what motivates you. What are your skills and talents that you're proud of?
2. Defining the aspects of your brand that are far more tangible. What are some of the features that you will be almost instantaneously recalled in memory, when people see them as they pass by?
3. What is it that you have to offer and who are you that would inspire others to trust your recommendation over any others?
4. What is the kind of content that you are posting both written and visual?
5. What are you most knowledgeable and passionate about so that you can become the "number one go-to person to speak to in this regard"?
6. When do you compare yourself to all the personality and style profiles that you have completed and have summarised: who are you?
7. What are the four things that you want to achieve using your particular brand?
8. Who are your audiences and avatars that you want to reach, and do you know what their pains expectations and frustrations are and how your skills and expertise can provide a solution for these?
9. What are your five intrinsic values and how are you messaging them to your audiences?
10. How you are intentionally manoeuvring and manipulating the visual and the messages, to the audiences to attract their attention.

Conclusion

Creating a strong authentic personal and unified brand takes time and effort. As we work through all the tasks needed to produce a concise, transparent, effective, impactful, and intentional brand that will touch the lives of those whom we coach.

Dr Bill Price

MCSC Committee Member
COMENSA Master Coach
COMENSA Master Mentor

And then a reminder about some important dates:

13 & 14 September 2022 – LeaderEx at the Sandton Convention Centre. We will be at Stand F1 and will also host the Coaching Corner where visitors are able to experience coaching. It will be great if you could visit us.

22 September 2022 (Please note event date moved from 15th to 22nd September) – Pranesh Anandlal will talk about the future of Coaching and Mentoring in South Africa – starting at 18H00. Hosted by MCSC.

Recently Credentialed Members

Congratulations to our three members who have recently been Credentialed.

Mohau Mphomela – COMENSA Credentialed Coach



Coach Mohau Mphomela is the founder of **Lead Africa Coaching (LAC)** and COMENSA Gauteng Chapter Committee member and a new member of the COMENSA Supervision Portfolio Committee. When I joined the GP Chapter earlier in the year, we had set ourselves targets as committee members of by when each one of us would like to have completed our credentialing process. First it was the Chairperson who led by example and completed his credentialing last month, then I just completed mine now in August and other committee members are due to follow soon.

Upon arrival at the GP Chapter I immediately contacted the Deputy Chairperson of the Membership Criteria and Standards of Competence Portfolio Committee (MCSC): Pranesh Anandlal Wow!! What a gentleman of note – from the very onset he was very open and

receptive to assist me, and he took his time to outline the full credentialing process and what it entails, he encouraged me to first work on gathering all the necessary required documents for the process and I sincerely like to thank him so much for his time and for his patience too.

What helped me to stay focused is the very same question I always ask my clients after we co-create and help design actions steps for implementation for them, the question is “How are you going to hold yourself accountable to achieve steps you have set out yourself to achieve?” For me I announced to my GP Chapter Committee members and to my Supervision Portfolio Committee members that I am going to complete my credentialing process before the end of August 2022 which I did. One of my colleagues at the GP Committee Motshidisi Letloenyane also helped me a lot to hold me accountable to the step-by-step completion of the process, by keep on following up on me. I really owe it to her to do the same. Also, thanks to the chairperson of MCSC Andre Retief for being very receptive and more so creating a very calm, safe, and welcoming environment to want to complete the process.

Finally looking back, as much as intimidating the credentialing process might seem to be, I believe that once you focus and put your mind on it, it is indeed an exciting and fulfilling journey that was very smooth. I would like to encourage our members to heed the call, to pursue this process, stay focused and get it over and done with and walk tall out there as credentialed COMENSA coaches.

Sanja Lutzeyer – COMENSA Credentialed Coach



Credentialed coach! What a fascinating, fun and enlightening experience this has been. And to think where I started... wow. While I have been on the personal development journey since I was 18 (and I have to admit most of my disposable income in my life has gone to courses, workshops and retreats to further my knowledge of myself and my “level of consciousness”), most of my life has been spent in academia and corporate settings. To now have my passion be my profession is incredibly rewarding and exciting. I would like to thank Integrative Coaching for the incredible coach training. It really was (and is) more like a way of life, than a training, and I have grown immensely as a human being. Thank you. Thank you also very much to COMENSA (especially Andre Retief) for the very warm welcome.

Then also:

Babette Barnard – COMENSA Credentialed Coach

If you find yourself having doubts about being Credentialed, maybe wondering if you will be able to do it, let's chat and see where you are right now and how we can support you.

We are here to help YOU!!

André Retief

MCSC Chair

mcsc@comensa.org.za

CHAPTER CHATTER



GP NEWS: September Edition

We successfully hosted our own: Yolandi Dercksen. She took us through “the journey of a female entrepreneur” that she is. The overwhelming majority of women on the platform were very excited to be engaging with her. Quite a lot was learnt from the platform. COMENSA: GP wants to thank Yolandi and the team of women in the Chapter Committee, who made this a momentous occasion. According to Yolandi, the women on the platform “shared our challenges, shame, victories and most of all beautiful connections.”

The men who were there on the day are commended for creating and holding a safe space for the women.

Vesper (Lead Coordinator), Karabo, Motshidisi and Joyce. For that masculine voice that added spice and variety to the preparations, thank you Mohau. This platform also advised and encourage our credentialed coaches to register on the database of organisations that require the services of coaches and mentors.

Our appreciation goes to the COMENSA Presidency (Mokadi Mathye and Veronica Wantenaar) for a fruitful engagement with our Chapter Committee earlier in the month.

Chairperson Tsietsi has joined the Nominations & Governance Committee. GP Chapter will provide him the support he requires to make his mark in that structure.

As indicated in our August post, the chapter newsletter is in the process of being negotiated. We will keep U posted on this and other related matters.

During Heritage month, we will be creating a vibrant platform that talks to our unity in cultural diversity.

Please remember to:

- *Renew / update your membership;*
- *Start or continue with your credentialing journey, (GP committee members are setting the tone and soon we will announce our next credentialed coach);*
- *Visit the COMEMSA website to update your information. It takes 15 minutes. Forgot the password? Reach out to the Administrator to reset it.*

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



September 2022 Newsflash – KZN Chapter

Greetings

Our focus is always on our coachees and mentees but in August we decided to put ourselves as coaches, mentors and supervisors first. Hence the topic for our virtual event was energy management and balance as a coach/mentor. Those that joined us would agree that it was a very enlightening session indeed.

Our speaker was Ashika Pillay of Virtue Healing and Wellness who is an energy medicine practitioner. Energy medicine believes that health or ill health within us stems from the flow or disruption in flow in our energy system and thus managing our energy flow can bring about healing.

We were made aware of the five dimensions of health viz. physical (physical body), vitality (elements like sun, air, water), emotions (feelings, positive and negative emotions), mental (thoughts, beliefs) and spiritual (consciousness, religion).

The highlight of the evening was the simple yet powerful practical exercises to check in on ourselves. The session concluded with some breathing techniques showing us that changing

the energy can bring about changes in the physical body.

September sees us celebrating Heritage day with another public holiday to be enjoyed. As coaches, mentors and supervisors we use the same methodologies in our practices but it is our heritage and diversity that makes each coach, mentor or supervisor truly unique.

Regards

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



September 2022 Newsflash – Western Cape

Greetings to everyone from the Western Cape!

In last month's newsflash, we made reference to the year passing so quickly. Each of us can identify – sometimes, it feels like we can't keep up with all of the new technology and change around us!

As coaches and mentors, we work in environments where our clients are also constantly faced with change and all that it brings.

For our September event, the Western Cape will be privileged to have Dr Nicky Terblanche with us talking about Artificial Intelligence in the coaching space. As an X-software engineer, practicing leadership coach and academic researcher, Nicky set out on a journey to investigate AI Coaching through research. He will share with us three insights based on his research:

- AI could democratize coach
- AI could expand the need for human coaches
- Some coaches should be concerned

Join us as we explore AI Coaching and what it means it means for coaches and mentors in the South African context and the broader global context.

TOPIC : "Artificial Intelligence has Arrived. Is this good or bad news for the Industry?"

SPEAKER: Dr Nicky Terblanche

DATE : Tuesday, 13 September 2022
TIME : 18:30 - 20:00 (PM)
VENUE : Zoom

Hope to see you there

Claudio, Teresa, Charne and Merlinda



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

Hello to Limpopo Coaches and Mentors,

Suddenly Spring season sprang on us!

The Limpopo Chapter of COMENSA, was quite excited to hold the Coaching Supervision session on August 11, 2022, using an online platform.

The Supervision Portfolio Committee and the Chapter Committee worked together to secure the hosting of this event. The focus of the event was the value of coaching supervision for beginning coaches or mentors. A great thank you to Mesdames Dominique Naas and Linda Remke for being the driving force behind the event. The seminar was extremely participatory, with fifty-eight, (58) participants in total.

The discussion explored the value of supervision to coaches and mentors as they progress in their respective coaching journeys.

The following sentiment emphasizes the value of coaching introspective space:

According to (Hawkins and Smith,2006 & 2013) the coaching continuum comprises the following phases, namely:

- Skills
- Performance
- Development
- Transformation

This view is also affirmed by the Chinese proverb which says, *"The last to know about the sea are the fish because they are constantly immersed in it."*

The coaches and mentors in Limpopo represented the province in a vast number.

We finally encourage our members to embark on their credentialing journey for them to realize the benefits coupled with the recognition of their coaching practice. A credentialled coach acquires a high coaching efficacy and they are able to participate in the coaches' and mentors' ecosystem.

For assistance with credentialing, supervision, or membership inquiry, please contact mcsc@comensa.org.za or administrator@comensa.org.za or lpchair@comensa.org.za or www.comensa.org.za

LIMPOPO CHAPTER COMMITTEE:

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