

COMENSA Newsflash : OCTOBER 2022



THE PRESIDENT'S CORNER

Dear Members of COMENSA,

By virtue of my role and my professional urge to remain relevant, I do follow global drifts and trends on the coaching and mentoring podiums. The narrative around “time-based versus value-based” pricing for our coaching offering has gained traction. For sometimes now, I have also been shimmering on the various prices that gets charged out there in the market. One scholar talked about “prostituting the coaching market” and while the analogy seems thought-provoking, it is sad to see how rock bottom-low people are going to secure coaching contracts. It is individual choices I guess given different settings and situations but such actions are regrettably damaging the tactical reputation of coaching and mentoring as strategic interventions.

The rhetoric question by Anne-Johan Willemse, the author of **From Poor Coach to Rich Coach** (2021) “Do you predominantly charge your clients based on what gives them value instead of what you spend your time on?” is worth our individual reflections. It is noticeable that the author is an advocate of value-based pricing when it comes to coaching interventions. My supposition is that individuals are at liberty to contrasts the two prevailing views on pricing and make decisions that are meaningful and suites their preferences.

Irrespective of whether people opt for time-based or value-based pricing, I think we still need to ascertain whether what we are currently charging sounds right and appropriate? There is a general assertion that the higher the level of the coachee, the higher the coaching rate. I can relate to this assertion but I still maintain that at the various levels where we coach, the prices must sound correct and proper. The accurateness of the pricing structure at every level is crucial in my view, lest we devalue

and undervalue the intervention we should be appreciating, protecting and valuing? Whitmire (2019) asserts that coaches suck at valuing themselves. This assertion is worrying to say the least but I firmly believe that as coaching functionaries, we have a role to play in valuing ourselves and also getting the buyers of coaching services to value us and appreciate our offerings. Perhaps I must declare upfront that I am not purporting to be an expert or an authority on the coaching pricing topic. My declaration doesn't make me a passive spectator given the personal observations on the very subject. There is an urgent necessity for coaches to start valuing themselves correctly and fittingly as they interact with the buyers of coaching services by charging correct prices that will enable them to make a living out of coaching and or mentoring. Peer (2022) proclaims that you are worthy and you deserve sufficient payment for your outstanding coaching services.

It is worth noting that there is no statutory body in our operating landscape, which by implication renders our role more advisory. In any case, prices can't be regulated without inciting the competition tribunal who will accuse us of price fixing. I think the issue centers more around coaches starting to charge prices in proportion to the value and worth of the coaching intervention. You are worthy as a coach and you deserve to treat yourself accordingly.

I want to conclude by asking this question: How do you determine how much you should be charging for your coaching and or mentoring services?

Yours In the Coaching and Mentoring Fraternity.

Mokadi Mathye

National President: **+2783 325 4676**

VICE PRESIDENT

October Newsflash – VP

In September we talked about the new shoots of spring and the time for renewal.

At COMENSA we used September as a time for the Board to meet and reflect on the issue of sustainability for us as an organisation and a Professional Body. We recognised the challenges that we have all been facing over the last couple of years due to the pandemic and its impact on all of us. We want to ensure that we keep aware of the ongoing challenges and opportunities in the coaching and mentoring world and that we

enable COMENSA to take its place in the global arena so that our coaches and mentors are able to take their skills and experience in and beyond the borders of South Africa.

Our focus is on providing value for you as our members, offering opportunities for personal development through CPD points and credentialing so please know that we invite you to share your ideas with us, as well as your skills through sharing / presenting at our events. We will be sending out a request for members to volunteer to share their knowledge and experience at our webinars in 2023.

We will also be sharing a list of the vacancies in our Portfolio Committees, so we invite you to step forward and bring your energy to building your COMENSA, with a focus on diversity, inclusion and equity.

News updates

JGSG – Joint Global Statement Group on Climate Change – Professional Bodies for Coaching, Coaching Psychology, mentoring and supervision

The JGDG has issued their updated statement and as COMENSA we proudly take our place in committing to this international initiative.

You will find the full statement on our website: www.comensa.org.za

Here is a short extract:

'Humankind faces one of its biggest challenges in the current climate and biodiversity crisis. This challenge has been building for decades; many experts concur on the understanding that we have at most a ten-year window of opportunity to address the changes needed to slow down and stabilise the worst-case scenarios of runaway climate change before an irreversible tipping point is reached.'

Coaching, mentoring, coaching psychology and supervision are concerned with developing the potential of human beings, of raising awareness to enable people to take responsibility for their actions and ownership for their contribution. We have a significant role to play in fostering new ways of being in service to a healthy human society and a healthy planet.

As professional bodies who are dedicated wholly or in part to the role of coaching, coaching psychology, mentoring and supervision, to develop individuals, teams, organisations, and to create social value, we have committed to work together to play our part in addressing the climate emergency.

We consider our role in four dimensions:

- As individual human beings
- As individual coaches, coaching psychologists, mentors and supervisors
- As individual professional bodies

- As a collective of professional bodies.

It is in this fourth dimension, as a collective of professional bodies, that we make the following joint commitments. These are based on two principal acknowledgements: that learning at pace is now critical, and that well informed professionals, building on core skills of raising awareness and responsibility, envisioning and positive mindset, are well placed to make a significant contribution in this area.'



We will shortly be sending out a notice re the November event which will be available to all our members, as well as the joint event COMENSA is holding with the University of

Johannesburg on 16 November.

Looking forward to seeing you there.

Veronica Wantenaar

SUPERVISION COMMITTEE



"If you want to go fast, go alone. If you want to go far, go together."

Over this past year our Supervision Portfolio Committee has created eight events – three events so far, hosted by our committee, and four hosted by the different chapters. In each event we focused on our 2022 theme of “Co-creating SHIFT through Supervision” and provided group supervision engagements.

Our Past September Event

The topic of our September event was:

“Is contracting compromising you as a coach or mentor?”

Mohau Mphomela, from our Supervision committee, gave us an insight into the power of contracting – one of our COMENSA behavioural standards.

He highlighted the benefits and the process for professional contracting.

We have subsequently had much feedback from members who immediately put Mohau’s suggestions into operation.

This month's events

11th October - Tuesday

Community of Practice: We will be hosting another Community of Practice event, inviting supervisors from all regions to join an online conversation of sharing and gaining insights.

12th October – Wednesday

The Gauteng Chapter is hosting our Supervision event. Thank you, Gauteng.

Time: 18h00 – 19h30

Topic: “Our country’s diversity is one of our many strengths. How are you as a coach or mentor experiencing this?”

Details to follow in the Gauteng invite.

Leaderex Academy

Our Supervision Portfolio Committee was represented at Leaderex Academy by Committee Members, Linda Remke and Mohau Mphomela.



Wellness Tip:

Alternate standing on one leg while you brush your teeth. This helps you improve your balance and posture while working your core muscles.

INVESTIGATIONS COMMITTEE

COMENSA Investigations Portfolio Committee

Newsletter: October 2022

Janice Hanly - Secretary



It gives us great pleasure to announce that David Davis our Vice Chair, will be stepping into the role of Chairman of the Investigations Committee and will therefore also take up a position as a Director of COMENSA. As we have already been a fully working committee this year we have grown to respect David and believe he will be great leader to us.

At the same time, we shall be very sad to see Veronica Wantenaar vacate the seat of Chairwoman of our committee, in order to focus more fully on her role as Vice Chair of COMENSA. Veronica has steered us wonderfully right from the beginning, in forming our committee and in organising us into the great committee we can call ourselves today. Veronica will always be a welcome guest at our meetings and we know she will always be there for us.

We still have a vacancy on the committee, and would ideally like an applicant from the KZN chapter to volunteer. There are great benefits to volunteering on a committee and we encourage you to get in touch with any questions you may have to the following email address: investigations@comensa.org.za

MCSC COMMITTEE

MCSC – Membership Criteria & Standards of Competence Committee

Do you know the Difference between Coaching and Mentoring?

COMENSA – Coaches and Mentors of SA. Maybe because we are the professional body for both, there often seems to be confusion about whether we are coaching or mentoring or are we doing both without realising or distinguishing the difference especially for our clients.

And I often hear the word ‘counselling’, easily used by many people, when they actually mean ‘coaching’.

Of late there have been several Evaluations of members wanting to be Credentialled as a Coach, but they end up purely mentoring throughout the session. This is becoming a concern, as it indicates that the different roles are not clearly understood.

It may be valuable to read the following definitions, which are also found on the COMENSA website:

Coaching:

Coaching is about creating change that enhances performance and learning. Coaches emphasise new competencies, learning and goal attainment, acting as a personal navigator for the journey of life, while always focusing on the needs of the client.

Everything in coaching hinges on listening with the client’s agenda in mind.

Coaching has been shown to help leaders develop a clearer understanding of their roles and responsibilities. When leaders are more confident about what they need to do, they are better able to motivate employees and mobilise them for action.

Mentoring:

The mentor focuses on the development of the learner and passing on personalised, domain-specific knowledge. Mentors help to set the agenda, with their primary aim to develop an individual or small group to learn more comprehensively from their day-to-day working experience.

Mentoring of recently promoted managers within an organisation, for example, can create an atmosphere where people feel comfortable and acknowledged.

If you need assistance to distinguish where your modality fits in, please email me at mcsc@comensa.org.za.

LeaderEx:

LeaderEx was a great event and one of the highlights on our calendar this year. The Coaching Corner, organised and run by Colleen Qvist, and assisted by her daughter Jess, and Shona Sihle Mnqwazana (LeaderEx) was a highlight of this year’s event, and was

well received by delegates. A total of 455 coaching sessions were conducted. Thank you to them, it was well organised, and also a big thank you to all the coaches that offered their time and coaching skills to make these sessions possible.

We also experienced a lot of traffic at the COMENSA stand, where we answered a lot of questions about membership, joining COMENSA, where to find coaches and mentors, where they can be trained as coaches or mentors, and a lot more. Tamara Naidoo (COMENSA Administrator), Yolandi Dercksen (MCSC Committee) and myself stood ready to interact with the LeaderEx visitors.



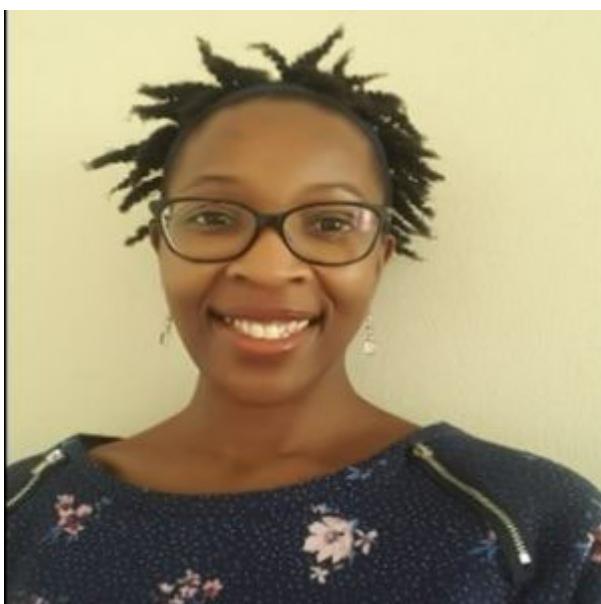
Important Dates:

13 October 2022 – Sean Fenn, MCSC Committee Member will be our presenter at the next MCSC. Hosted by MCSC.

Recently Credentialed Members

Congratulations to our two members who have recently been Credentialed.

Perpetua Malianga – COMENSA Credentialed Coach



Credentialing was an interesting journey for me. When I first heard about it, I got all the things together but could not just get to do it. There was some sort of fear and I was not sure if I was really ready to go ahead with it. However, when the COMENSA team continued talking about credentialing, it became easier for me to do it. The testimonies of others also helped me a lot especially knowing that the team was preaching what they actually do. There was one road show I attended and right there and then I made up my mind that I was going to go ahead with credentialing. The COMENSA team assured me of their support and indeed I really received it as they had painted it. They walked with me from the beginning to the end and the whole process went on smoothly. Thank you Team!. If it wasn't for you I wouldn't be as confident and excited as I am to do my job with honour. To anyone out there having doubts or questions about credentialing, don't hesitate to get in touch with the team, they are ready and willing to help you and support you all the way. Yes you can!

Motshidisi Letloenyane – COMENSA Credentialed Coach



For a while, I told myself that credentialing was something I will look at early next year. Thinking about it created a state of fear, and yes I believed that it will make a difference in my coaching career, as some clients are looking for credentialed coaches. I got coached on this fear and shortly I started my first step of writing the 3 essays, gathered testimonials and went to my files to consolidate the coaching hours. I was careful not to be trapped in a box of being a perfectionist even though here and there the thought visited me. Except for the fear I was inspired by Tsietsi and Mohau as credentialed coaches in the GP Chapter. A day before my evaluation Pranesh Anandlal left us, I never met him in person and I felt his loss very closely. May his soul rest in peace. Yolandi Dercksen said, my coaching evaluation is dedicated to Pranesh and myself and Andre Retief agreed to that. Today I'm a credentialed coach and make myself available for those who want to ask me questions as they embark on their credentialing journey, 061 473 8741

I would like to thank the following people:

Tsietsi Telite: Encouraging the Gauteng Committee members to be credentialed.

Mohau Mphomela: He vowed that as soon as he is credentialed he will support me as I did with him. He brought my targets closer, he did not accept when I said it will take me two weeks to read in preparation for the online test. He said I only need a few hours to read. He said "read, take the test if you do not make it you are offered the second chance". He mentioned 3 documents to read to increase my chance of 70% mark.

Pranesh Anandlal: For his encouragement and support and available to answer questions.

Other GP members: Karabo for a chat around credentialing, Joy Joy and Vesper for saying we can do it guys.

Yolandi Dercksen and Andre Retief my credentialing Evaluators: Doing their best to help me relax during the session. Before the evaluation they congratulated me for taking the step.

Closing remarks: I have received support in different forms from the COMENSA community and encourage that we continue to do so for one another.

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

AUDIT, RISK AND FINANCE (ARF) COMMITTEE

NEWSFLASH: AUDIT, RISK & FINANCE COMMITTEE

The new kid on the block

The newly established Audit, Risk and Finance Committee has hit the ground running as from 1 September 2022. When I assumed office, my immediate task was to establish the Committee. I would like to heartily welcome two members who joined me in the Committee; Jacques van Heerden and Maishibe Mabelebele as my colleagues in the Committee. Both Jacques and Maishibe are longstanding COMENSA members who have served with distinction in different structures of the organisation and numerous external boards. They come with wealth of knowledge, expertise, and the zeal to serve. As a team we are looking forward to doing justice to the tasks at hand and ensuring that COMENSA is compliant in matters relating to audits, risk, and financial management.

As a Committee, we are in the process of wrapping up amendments to the terms of reference, which will be presented to the COMENSA Board for ratification. The role of the Audit, Risk and Finance Committee is to assist the Board in discharging its fiduciary duties relating to the safeguarding of assets, the operation of adequate systems and control processes and the preparation of accurate financial reporting and statements in compliance with all applicable legal requirements and accounting standards.

The Committee requires two additional members to make up the five members as

required. Be on the lookout for the advert and please consider joining us.

"Regulatory compliance is critical to managing risk": Hendrith Vanlon Jr, CEO of Mayflower-Plymouth.

Yours in service

Theresa Vivian Moila

Chairperson: Audit, Risk & Finance Committee

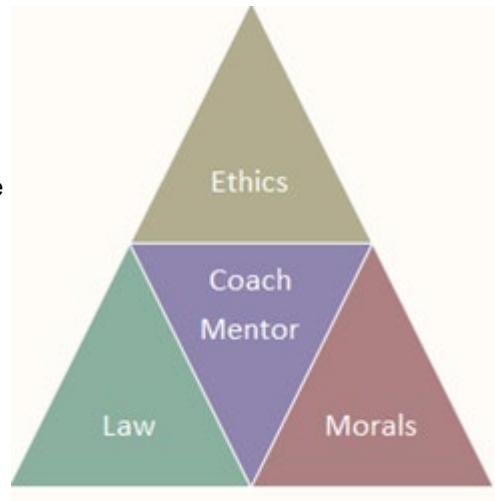
SOCIAL AND ETHICS COMMITTEE

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, therefore we are *ethically* bound to ensure that we not only act in a morally responsible and professional manner, but that we equip ourselves with the tools to resolve the moral and ethical conflicts that arise.

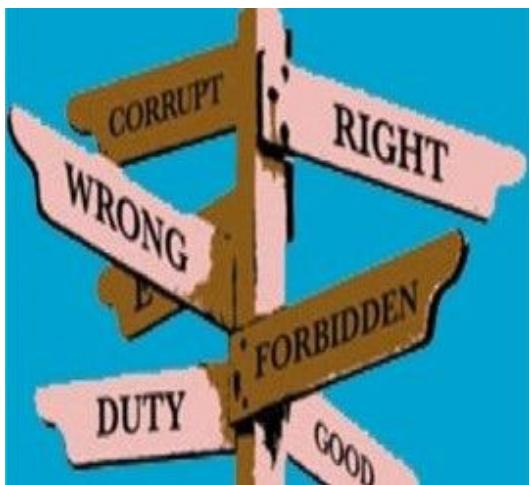
There are 3 principals that guide our conduct:



- **Ethics**
- **Morals**
- **The Law**

COMENSA defines **Ethics** as "*a moral philosophy that involves systematizing, defending and recommending concepts of right and wrong conduct. Ethics is a set of moral principles that govern a person or a group's behaviour.*"

Merriam Webster defines **Morals** as the "*principles that relate to the right and wrong in behaviour and Law as binding customs or practice of a community; a rule of conduct or action prescribed*"



How do the 3 principals relate to our conduct?

Ethics and **morals** relate to “right” and “wrong” conduct. **Morals** however refer to an *individual's* own principals regarding right and wrong.

The **Law** demands an absolute subjection to its rules and commands; it has enforcing authority derived from the state e.g. *legislation*. Examples of legislation that govern coaches/mentors conduct are - Protection of Personal Information Act (POPIA); Copyright Act, Regulation of Interception of Communications Act (RICA). Regulatory bodies e.g. COMENSA, ICF. These bodies regulate behaviour through rules rather than commanding conduct.



Basic Ethical Principles

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.

Four areas that could potentially give rise to legal or ethical issues and ways of preventing:

- *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.

Source: [COMENSA: The Ethics Toolkit for Coaches and Mentors.](#)

Until next month be safe mentally, physically and spiritually.

With Love & Light

Ashnee Naidoo – SEC Chair

SEC@comensa.org.za

CHAPTER CHATTER



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

Hello to Limpopo Coaches and Mentors,

The President of COMENSA, Mr. Mokadi Mathye graced the Limpopo Chapter Committee with his presence at our Provincial Executive Committee meeting on the 27th of September 2022. Among others, the main issue that stood out for me was the concept of agile leadership which focuses on empowering team members for high performance.

The three pillars of agile leadership that surfaced relate to the following so-called 3C's:

- Communication,
- Collaboration and
- Commitment.

As a Chapter Committee, we send our incessant gratitude to the COMENSA Presidency for descending to meet with the members, the pillars of COMENSA.

INVITATION TO LIMPOPO FACE-TO-FACE EVENT WITH THE COMENSA PRESIDENT

The COMENSA Limpopo Committee is excited to announce the long-awaited face-to-face event as follows:

Date: 22 October 2022

Venue: 17 Landros Mare Street-Auditorium

Time: 11h00 -13h30 snacks will be served

Agenda: Limpopo Mentors and Coaches Network

Special: The President of COMENSA will also be in attendance

Who should attend: Prospective, New, and old members of COMENSA

Further Details: lpchair@comensa.org.za or lpsecretary@comensa.org.za

Other things: We will be answering your membership and credentialing questions.

Opportunity knocks but once!

Abundance of the October/summer season.

LIMPOPO CHAPTER COMMITTEE:

LIMPOPO CHAPTER CHAIRPERSON-0836996600, COMENSA MASTER COACH -

lpchair@comensa.org.za

MAISHIBE MABELEBELE - lpdeputychair@comensa.org.za,

CATHY RAMOKGOPA - lpsecretary@comensa.org.za



October 2022 Newsflash – KZN Chapter

Greetings from KZN

The weather is warming up nicely as we move into the last quarter of the year. Public holidays have come to an end, it's time to buckle down and make the last few weeks of the year count.

September was a quite month as no online event was planned for KZN. For coaches and mentors with a strong online presence, this is not necessarily bad thing. Sometimes we just need the space to stop, breathe and live in the moment. Not having a chapter event also provided us with the opportunity to join other chapters all of which hosted excellent topics.

An opportunity presents itself for members to participate in an entrepreneurial development program commencing in October 2022 and ending in June 2023. This will see 100 small and micro building contractors in KZN receiving 1½ hours of group mentorship every month. This program is a collaborative effort by Fix Forward and National Mentorship Movement. We are looking forward to some of our members taking up this challenge.

Our October 2022 online event as follows:

TOPIC: Accelerating Change with Emotional Intelligence

SPEAKER: Alison Coates

DATE: 27 October 2022

TIME: 18h30 to 20h00

VENUE: ZOOM

Mindful reflections

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



October 2022 Newsflash – Western Cape

Greetings from the Western Cape!

We are swiftly moving toward the end of the year and the festive season will be upon us - maybe sooner than we would like! What have you done this past year that has left you feeling proud, accomplished, revitalised? Maybe you've learned new things and acquired skills that excites you and leaves you ready to make positive contributions to those around you?

For our September event, the Western Cape was happy to welcome Dr Nicky Terblanche who contributed to the COMENSA community by sharing his research with us on the topic of Artificial Intelligence in the coaching space. It was an insightful session which left us with much food for thought – AI Coaching is here to stay. Is it an opportunity or a challenge?

The Western Cape's final event for this year will take place on Tuesday, 29 November. We will have Dr Dorrian Aiken speaking to us about "Coaching Leaders for Vertical Development". So many of us work with leaders who impact hundreds of lives, communities, our environment. As coaches, how do we enable these leaders in their thinking and being?

We hope that you come and learn together with us.

See you there,
Claudio, Teresa, Charne and Merlinda



GP NEWS: October Edition

We start October fully conscious of the challenges that we face in the society that we live in. We urge you to dedicate yourselves to add a bit of oomph into the Social

Development month. Let us please remember and go that one extra step towards supporting the disadvantaged and indigent communities around us.

Our Committee is keeping the momentum:

- Motshidisi has joined the credentialled coach list – 50% of our GP leadership is now credentialled;
- Mohau led the presentation at the National Supervision event;
- Tsietsi has added the Time to Think Coach accreditation to his profile;
- Tsietsi also delivered a thought-provoking presentation to the University of South Africa's Afrocentric Study Colloquium at the end of September. His address was on Afrocentric Coaching.
- We are proud of what we are doing.

Let us continue to inspire our members to grow and develop. Please keep in touch and share your own developments and challenges with us. We are here for each other.

Being part of COMENSA and the GP chapter is an amazingly remarkable experience. It was a beautiful occasion for our Chapter leadership to engage with each other at the LeaderEx Summit in September. Being able to link up with the National leadership and spend a few precious minutes with the COMENSA President fuels our chapter with vigour. Some of our members have indicated that they would want to be part of the speakers / presenters next time around. We will definitely add more numbers to the coaching tables on offer.

We are pushing forward to bring more members into the COMENSA family. Showing up for us is part of leadership and accountability. As Brene Brown puts it, "Sometimes the bravest and most important thing you can do is just to show up."

The Gauteng Chapter will be hosting the National Supervision event of the 12th of October. We would like to see you there in your numbers.

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 COMENSA 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*

OBITUARIES

REMEMBERING LIVES THAT HAVE TOUCHED OUR OWN



1966/04/04 - 2022-09-07

Pranesh Anandlal joined COMENSA in 2017

Pranesh was always the same, never moody, but consistent, and he was the MCSC Committee's standards and criteria person, always checking if we were in alignment with the requirements, and never compromising on it. He has certainly left big shoes to fill, and we will miss him immensely. His passing was so unexpected and sudden, and it touched us very deeply. May he rest in peace.



1946/12/22 - 2022/09/01

Andrew Swart joined COMENSA in 2006.

He played a significant leadership role in the formation and evolution of the Ethics Committee. During his tenure he led the committee and played a pivotal role in the committee's transition from the *Ethics Committee* to the *Social and Ethics Committee*. Andrew was a silent volunteer who never looked for praises but rather dedicated his time to what he was passionate about. He was a firm foundation for those of us who served on the committee with him.

He will fondly be remembered as a soft spoken, kind heart man 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. His gentle soul and kind spirit will forever be remembered by all of us. May he rest in peace
