

COMENSA Newsflash : FEBRUARY 2023



COMENSA

COACHES AND MENTORS OF SOUTH AFRICA

THE PRESIDENT'S CORNER

COMENSA Newsflash for: February 2023

We are already into a new year of 2023, although our financial year-end is only taking place at the end of February each year and that by implication mean that our new year is 1st March annually. I hope 2023 landed well into your personal spaces and into your roles as coaches and mentors amidst the macro-economic challenges we are currently experiencing in our country. Loadshedding continues to challenge and frustrate us. Our state president, Mr CM Ramaphosa was quoted last year September saying “Loadshedding is beyond an inconvenience. It has dire consequences for nearly every part of our society from education to public safety to the provision of health services. Large and small businesses alike are losing money and the energy crisis is endangering investment and our economic recovery.” Unfortunately, nothing has changed and instead it is getting worse. I remain hopeful and optimistic that our situations will change for the better although the needy, the poor and the marginalised are negatively affected and will continue to experience these hardships.

We are approaching an elective Annual General Meeting (AGM) scheduled to take place on a virtual platform on the 18th May 2023. The main purpose of an AGM is to comply with legal prescripts, such as the presentation and approval of the audited accounts, election of directors, and appointment of auditors for the new accounting term. As we continue with the preparations for the AGM, it is important to announce the following pending openings:

1. I will be stepping down as President and Chairperson of the Board at the upcoming AGM- the search for my successor continues;
2. The Chair of Social and Ethics Committee(SEC) and Director will also be stepping down;
3. The Chair of Membership Criteria and Standards of Competence (MCSC) and Director will also be stepping down;

4. The Chair of Research Portfolio Committee (RPC) and Director will also be stepping down;
5. The Chair of Supervision Portfolio Committee (SPC) and Director will also be stepping down.

This calls for man and women of integrity and veracity to raise up their hands and avail themselves to be elected into such strategic positions. Calls for nominations will soon be under way as directed and steered by the Nominations and Governance Committee (NGC). I appeal to all members to start preparing themselves especially as we enter the lobbying phases of our elections.

It is important to state that such positions will require a lot of commitment and the spirit of volunteerism to ensure that COMENSA remains a truly professional body. In terms of the common law, the fiduciary duties of directors require that a director acts in good faith and in the best interests of the company or the organisation. Best wishes to those who aspire to occupy the positions that will be vacant soon.

In February 2020 I asserted against a lot of criticism that the spirit of volunteerism within COMENSA was starting to fade for several valid reasons.

It is not my intention to go into the peripherals of volunteerism and or the reasons why such seems to be dwindling within our organisation but rather to reiterate and caution that COMENSA still need to urgently find an alternative way of replacing the obvious reliance of the organisation upon volunteers. This does not in any way suggest that volunteers are not valued but more to highlight an obvious risk which needs to be mitigated. On a positive note, I can report that the Board of Directors have approved a strategic way of appreciating our volunteers and office bearers. The office of the Vice President will be implementing the incentives as approved effective May 2023.

We are still battling to attract the voluntary services of a Company Secretary and the Treasurer. Alternative means were employed during the period under review to ensure continuity. We instantly appeal to our members with requisite skills to raise their hands and avail themselves to serve COMENSA.

As I conclude, I would like to share the following exciting developments:

1. We have secured a virtual office and the physical address is [Regus Bedfordview, AMR Office Park, 3 Concorde E Road, Bedfordview- Johannesburg, 2008](#);
2. We are currently soliciting proposals for a Quality Management System (QMS)-Lite and those interested should please contact either myself or the Vice President in writing and submit their proposals by the **10th February 2023 latest**;
3. We renewed our partnership with the South African Board for People Practices (SABPP) on the 4th November 2022 for a further period of three (3) years;
4. We were visited by the South African Qualifications Authority (SAQA) for a Mid-Term Monitoring Site Visit on the 11th November 2022;

5. We signed a Memorandum of Understanding with the National Mentorship Movement (NMM) on the 15th November 2022.

Wishing you all a very happy and prosperous 2023 as you continue to contribute in the coaching and mentoring professional spaces.

Yours in the Coaching and Mentoring Fraternity

Mokadi Mathye

National President: +2783 325 4676

VICE PRESIDENT

February 2023 Newsflash – VP

February is the month of love and whether you are a fan of Valentine's Day or not, it is difficult to escape the hearts and flowers everywhere. As coaches and mentors, we love our clients. Not in inappropriate ways but hopefully in line with this definition:

'Love is a kind of respect, a sensitivity by one person to another's existence. To be shown love is to feel ourselves the object of concern'. Alain de Botton

This talks to the competencies that we look for in our coaching and mentoring behavioural standards. We do this through listening and giving our full attention to our clients, respecting them as whole and healthy individuals. The quality of this attention increases the client's ability to think and gain clarity about their situation and objectives.

The Board wants this year to be one where we show the kind of love that Alain de Botton describes to all our stakeholders. We want to get closer to our members, to understand more about your concerns and how we can support you more effectively. You can expect to have more communication from us about our plans and requests for you input.

Values

As part of our commitment to our members, the Board took some time to define the Values that we commit to as COMENSA and that you should all be able to hold us accountable too and we would like to share these with you now.

Accountability

As a Professional Body, we are accountable for our actions and behaviours to deliver results for the benefit of all our stakeholders.

Integrity

We commit to maintaining trust and credibility, through honest and transparent undertakings that are congruent with our values, policies and professional purpose.

Inclusivity

We welcome non-judgemental diversity amongst our members and the value it brings to the coaching and mentoring professions.

Professionalism

We deliver our services according to professional standards and commit to continuous improvement thereof to the benefit of all our stakeholders.

Innovation

We embrace a change mindset, being open to new ideas, improvements, and technology. You will find these Values and definitions on the Home Page of the COMENSA website.

Update on strategic partnerships

JGSG (Joint Global Statement Group)

COMENSA held an event on 18 January 2023 with APEC (Association of Professional Executive Coaches) and EMCC (European Mentoring and Coaching Council) on Social Justice and our role as coaches, mentors, and supervisors in supporting a just or unjust system, with particular emphasis on the impact of climate change. There were 114 attendees and the event created lots of food for thought.

The next JGSG event is on 17 February 2023, hosted by COMENSA and APAC (Asia Pacific Alliance of Coaches) with the topic of Coaching Beyond the Boundaries. We hope to see many of you there.

Veronica Wantenaar

RESEARCH COMMITTEE

This time of the academic year there are many coaching students in the 2nd part of the curriculum, which typically concentrates on the completion of a research report. This is a daunting task for most students, because it is not everyone who enjoys doing research. To those of you busy with your research project plan, the COMENSA Research Committee wishes you all the best for the next few months!

In this month's newflash contribution, I want to highlight 2 articles (both open-access, i.e., available to the general public) about coaching in the medical field. The first article, "*Coaching for Surgeons: A Scoping Review of the Quantitative Evidence*", [published in Sep 2022](#), summarizes the reason I decided on this topic for the month: "*There is an emerging interest in coaching programs to improve surgeons' performance by targeting their professional skills and personal factors*". The meta-study included the Kirkpatrick learning program model to classify outcomes. Coaching in the medical field is relatively new (compared to coaching in the managerial field, for example). This study is a work in progress and preliminary results show how surgeons experience a positive effect of coaching.

The second article's title is "*Developing a feedback-rich culture in academic medicine: the effect of coaching and 360-feedback on physician leadership*", published in Oct 2022 [and is available here](#). This article shows how physicians benefitted from new understanding of leadership and gaining relational skills as a result of the 5-session 1-1 coaching program. Adding the increased self-awareness of the 360-feedback tool, the coachees are now able to take more responsibility for their professional environment.

Coaching is still a growing field of practice, and coaches and their coachees are still finding new environments where coaching has a positive effect. By doing continued research into these fields we support the development of an evidence-based practice and profession.

All the best for 2023

Jacques Myburgh

(Acting) Chair: COMENSA Research Portfolio Committee

INVESTIGATIONS COMMITTEE

COMENSA Investigations Portfolio Committee

Newsletter: February 2023

David Davis - Chairman

The start of a new year always brings opportunities to review and set new challenges. The Investigations Portfolio Committee is continuing the development of the revised process for investigating complaints in COMENSA, as prescribed by The Code of Conduct and Ethics. Last year we completed an initial test and embarked on the year with a second round following some of the lessons learnt.

The Committee is pleased to welcome two new members to the team.



Gerry Nel: Director – Coaching Gap (Pty) Ltd.



Ilana Steyn: MD: Company Partners

We thank you both for giving of your time, energy and expertise to our committee and trust that we will all learn and grown in our experiences together. We look forward to having you on board

Sadly, we must bid farewell to one of our members.



Nhlanhla Mafarafara (Faraz)

Faraz has been appointed as the Acting CEO of the Matlala Hospital which is a huge task so we extend our congratulations to him on this new role and fully understand why he cannot fulfil his role in our committee at this time. Faraz has been with us since the inception of our committee as it was newly formed early in 2022. He has been an extremely valuable member, enthusiastically contributing to our start up systems and his skill and knowledge has been a great source to us. We wish you all the best in your new venture, Faraz, and thank you for your great contribution to our committee.

We would like to use this opportunity to once again appeal to all members interested in joining the Committee or other Committees to please do so – the organisation's success depends on the members actively participating and reaping the benefits of the larger organisation.

Finally, as a reminder, should you or a client need to lodge a complaint, please do use the online form and consider sharing the link with your existing clients 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/>

We wish you all a very successful 2023.

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

MCSC COMMITTEE

MCSC – Membership Criteria & Standards of Competence Committee

I have heard a number of people say that they are excited about 2023, anticipating a good year in many aspects. I also heard a number of people say that they found 2022 exceptionally challenging, and these were people from various walks of life and different professions. And the question comes to mind, how will 2023 be different, and what will make it different? I believe it is up to each individual to reflect on the past challenges, and find the best way forward for themselves, looking at what they need to change, and what they need to do differently.

As coaches and mentors, this may seem as something easy, but is it that easy?

My questions, therefore, to you:

How will you grow and develop as a coach or mentor in 2023?

What do you need to do to serve your clients better in 2023?

Do you need to change your approach to life, to clients in 2023?

How will you take care of yourself and engage in self-care in 2023?

What will you do if you need assistance with your own well-being in 2023?

These are just some questions to ponder on, as they surface in many conversations I engage in with coaches and mentors.

This quote by L R Knosts may be very helpful, 'Taking care of myself doesn't mean "me first", it means "me, too".

An Important Reminder

Please check your membership expiry date, especially if you have a Professional Designation (Credentialed), as your Professional Designation is subject to your COMENSA Membership being in good standing. It is therefore important to renew your membership prior to expiry. If you require any clarity or assistance, please email me at mcsc@comensa.org.za.

MCSC Webinars

Our first webinar for 2023 will be 14 March 2023, Dr Bill Price (MCSC Committee Member), will be talking about *Orchestrating the inner and outer world of your Coaching/Mentoring Business to maintain Sustainability and Growth*.

Recently Credentialed Members:

Congratulations to our members who have recently been Credentialed. We are so proud of you!!

Natalie Soal – COMENSA Master Coach



Such a lovely session with such encouraging feedback. I am officially Credentialed as a COMENSA Master Coach. Thank you so much for all your guidance.

Akhona Tota – COMENSA Credentialed Coach



It's a milestone I've earnestly been looking forward to.

The online application was efficient, and the guidelines easy to follow. I knew exactly what to prepare. From acknowledgement to evaluation was a quick turnaround. My evaluators were very assuring, it made me feel at ease prior and on evaluation. They were so gracious with the feedback which aligned with my self-reflection.

I encourage fellow coaches to be intentional, set the goal, plan the actions steps to get there and be persistent. Being credentialed gives you confidence, to know your work aligns to the behavioural standards set out by COMENSA.

It also translates to value to your clients, as it shows that you take your craft, helping them achieve results, seriously.

Andy Newell – COMENSA Credentialed Coach



My evaluators were warm, friendly and professional, they made me feel completely at ease providing me with a thorough explanation of the process. After coaching one of the evaluators on a real dilemma I had an in-depth feedback session relating to each of the COMENSA Coaching Behavioural Standards, an overall very positive and valuable experience. Thank you COMENSA, I am proud to be a credentialed member of this professional body bringing credibility to coaching.

Thabo Mosala – COMENSA Credentialed Coach

Photo and Feedback not available.

We are here to support you on YOUR Credentialing Journey to make this a pleasant experience for you and to support you in your growth as a coach or mentor.

André Retief

MCSC Chair

mcsc@comensa.org.za

SOCIAL AND ETHICS COMMITTEE

Dear Coaching and Mentoring community,

The Social and Ethic Committee (SEC) would like to welcome and wish all members of COMENSA a prosperous 2023 filled with new beginnings, good health and endless opportunity.



Source: Krys Bunnette, "Belonging: A Conversation about Equity, Diversity and Inclusion," Jan. 25, 2019

In 2022 the SEC focused on transformation whilst developing a *Transformation Policy* for COMENSA. This led us down a path that explored Diversity, Equity and Inclusivity, Belonging was later included. The *Transformation Policy* is in the final stage of development and will be uploaded onto the website shortly. In the spirit of inclusion the policy will be explored in a webinar in the first half of the year.

I was fortunate to be included in a number of *Race Equity Round Table discussions* at a Global level, an initiative launched by *Coaching at Work*. The gathering was a welcoming of international professional bodies in a neutral and safe space to explore what each body was doing around race, to learn from each other and how we might collaborate to move further towards race equity in the profession.

In January 2023 we finalised "*An Open Letter to Training, Education and Qualification Providers in Coaching, Mentoring and Supervision*" regarding Diversity, Equity, Inclusivity and Belonging. The letter encourages all training, education and certification providers in coaching, mentoring and supervision to help the profession move further forward Diversity, Equity, Inclusivity and Belonging. The letter was presented to the Board of COMENSA and I am happy to advise that the Board has agreed to sign and adopt the principles of the letter.

The Open Letter will be launched in the week of 6 February 2023 and will be published online

via LinkedIn. A webinar will be hosted by the Roundtable Counsel on Thursday 23 March 2023 via Zoom at 9.00-10.00 am (UK time) to present the Open Letter to anyone new to it and to hold space for interested parties to share their responses to the letter.

In the coming months COMENSA members can look forward to more conversation around Diversity, Equity, Inclusivity and Belonging through updates in our newsflash and webinars with local and international guest speakers, who will share their knowledge and experience with us.

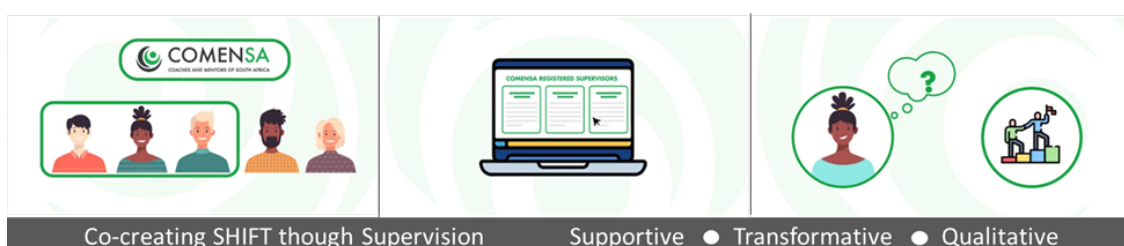
Until next month be safe mentally, physically and spiritually.

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.”

During the October month the SPC (the Supervision Portfolio Committee) held two events.

The SPC and the Gauteng Chapter

Thank you to the Gauteng chapter who hosted this event for us.

Gorette Doria spoke on the topic of “Our country’s diversity is one of our many strengths. How are you as a coach or mentor experiencing this?”

The participants then had an experience of supervision in several breakaway rooms.

We look forward to partnering again with all chapters next year.

Our Community of Practice (CoP)

This event is for supervisors from all regions to join an online conversation of sharing and gaining insights.

Next year these will take place quarterly.

Wellness Tip:

Try 4-7-8 Breathing to help calm your brain, lower your stress levels and blood pressure. There are many health sites online to explain the exact process to get these benefits.

MARKETING COMMITTEE

I am pleased to advise that we have a new Marketing Committee in place, the team members are Sally, Mandla, Livashnie and Peter.

We look forward to bringing you interesting and relevant events and communication that will add value to your coaching and mentoring journey this year.

Please if you are not already a member of our COMENSA Facebook and LinkedIn groups we would love to welcome you to the groups where we will also share news, views and events.

Sally Witherden

COMENSA Marketing

AUDIT, RISK AND FINANCE COMMITTEE

We are on Day 30 of 365 days and it already feels like the year is moving at speed. This is the sentiment of the ARF Committee. Since inception of the Committee in September we have had to move at a fast pace to acclimatize to our responsibilities and start to create a risk free COMENSA.

Risk Management has been prioritised as one of the strategic imperatives of COMENSA. The ARF was mandated to draft the Top 5 Risks facing COMENSA. The Committee drafted the 5 top risks. The risks were presented and accepted by the Board. The next step is the drafting of the risk register that will be used to assess COMENSA performance on the risks identified and systems put in place to address these risks.

The strides taken to address risk management as a strategic imperative of COMENSA are a step in the right direction. In the words of Gary Cohn: "If you don't invest in Risk Management, it doesn't matter what business you are in, it's a risky business".

Compiled by:

Theresa Vivian Moila

Chairperson: ARF Committee

CHAPTER CHATTER



LIMPOPO CHAPTER OF COACHES AND MENTORS OF SOUTH AFRICA, (COMENSA)2023

Hello to Limpopo Coaches and Mentors,

A warm welcome to all our members in the new season 2023. We particularly welcome our new members and those who took the next level of getting credentialed.

We started on a membership growth trajectory as we welcome Mr. KC Mathoma. We have a provincial WhatsApp group in which we update our members on important developments within the Chapter and COMENSA in its entirety. We also welcome our membership secretary, Mr. Ashley Rasebotsa, who in collaboration with the Chapter Committee will be maintaining active communication with our members.

If you would like to be included in the group, please send your details to lpchair@comensa.org.za or lpsecretary@comensa.org.za

We urge our Limpopo members to update their addresses in the membership portal to enable the system to correctly allocate them as we prepare for our Provincial Annual General Meeting toward the end of April 2023. As a Chapter, we will be launching several member events this year-both face to face and virtual.

Like a fish in the water- a coach thrives in the ecosystem of coaches. Coaching is the journey of continual learning and development. We learn, develop and thrive in the community of coaches.

If you wish to join, renew or credential, do not hesitate to contact us or simply initiate the process online at www.comensa.org.za or write to administrator@comensa.org.za if more

information is required.

Thank you.

lpchair@comensa.org.za ,0836996600

CHAPTER CHAIRPERSON

REUBEN RAMBUDA

COMENSA MASTER COACH



February 2023 Newsflash – KZN Chapter

Warm greetings from KZN.

With the festive season behind us, and the first month of 2023 already having flown by so quickly let's pause and embrace 2023.

Indeed 2022 may have been a difficult year for many of us but let us reflect on both the good and the bad of the past year and learn from the experience. A new year bring new dreams and new hope. It's like being gifted a brand new book with 365 blank pages to write your story.

2022 saw the chapter bring you excellent speakers and 2023 promises to be no different. We have mapped out our speakers for the year with the intention of Growth in terms of coaching, mentoring and positioning our coaching and mentoring practices.

The KZN chapter has a WhatsApp group for KZN members to connect, if you would like to be added please email kznchair@comensa.org.za with your WhatsApp details.

Gentle reminder, at the beginning of each year we need to log into our COMENSA profile on the website and upload our Pledge under the tab "UpdateYourDetails" tab "Documents", "Upload COMENSA Pledge". If you need to first download the Pledge to fill it in, you can find it under the templates section of "UpdateYourDetails" Tab. Remember you also get CPD points for uploading your pledge.

We look forward to connecting with you all this year at our first Chapter Event Titled; Creating the Year You Wish to Experience, Speaker Kirti Carr.

Wishing all our coaches and mentors well for 2023.

Mindful reflections

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



February 2020 Newsflash – Western Cape

Twenty-twenty-three is here! The Western Cape Chapter welcomes you and hopes that the holiday period was a time of peace, joy and wonderful connection!

This year, we have an exciting line-up in store – we are looking forward to learning with you, connecting and building a strong community that is equipped to be more flexible and adaptable to the needs of our market.

Our first event will take place at the end of February where our Rentia Landman will share her thoughts on a **Proactive Approach to Mental Health and Wellbeing** – a much needed topic for the world we live in today and the work we do as coaches and mentors. As the world changes and continues to make demands on us and on our clients, our ability to adapt and respond in ways that are healthy and enable us to live full lives is essential.

Please do plan to join us for this and all of our events this year as we learn and grow together.

DATE: Wednesday, 22nd February 2023

TIME: 18.30

VENUE: From the comfort of your home, office or wherever you like to hang out.

Members from all chapters are welcome – remember to go to the COMENSA website and register for this event!

See you there,

Claudio, Teresa, Charne and Merlinda



COMENSA

GAUTENG

First NewsFlash of 2023

Greetings colleagues, members and friends of COMENSA: Gauteng. We hope you had a terrific, peaceful, and fun festive season. Compliments of the year 2023. We wish you all the best.

The GP Chapter Committee really appreciates your support and engagement in COMENSA activities. We salute you for the sterling work you are doing. Keep up the great work.

As the year has started, we should be ready to hit the ground running. Coaching and mentoring continues unabated.

We have excellent events and activities lined up for you in 2023. Our activities are intended to celebrate our profession. Please be on the lookout for upcoming chapter invites, including one for the 2023 Annual General Meeting.

We invite you to join us in our quest to provide you with feedback on the year that passed. We also wish to advise that the term of the current Committee is due to end at the AGM. Elections will take place this time around. You are cordially invited to start engaging on possible candidates to lead the chapter into the next term.

We are zooming into February, the month of love. We value and appreciate the love and care you continue to show us. As is the theme for this month, spread the love, care and compassion throughout the coaching and mentoring fraternity. Show the same to those close to you, family, friends and everyone in your personal space.

Let's keep in mind that knowing what "our" clients love and put on top, will definitely make them be in tune with their core beliefs. This matters, not just for clients, but ourselves as well; because our thought patterns, behaviour and choices are driven by what we value.

We encourage you to focus on your personal, business and Comensa values, so we can grow the GP chapter together while making your coaching and mentoring business thrive.

Love your business, love your business.

"A highly developed value system is like a compass. It serves as a guide to point you in the

right direction when you are lost.” – Idowu Koyenikan

We re-commit ourselves to continue supporting and upholding the great work and reputation of COMENSA as led by the National Leadership.

Chapter Chairs: we are together towards a seamless COMENSA across geographic borders.

Please remember to:

- *Renew / update your membership;*
- *Start or continue with your credentialing journey;*
- *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, Joyce Baloyi, Motshidisi Letloenyane, Vesper Nkoane and Mohau Mphomela.*

Mokadi Max Mathye,
COMENSA President

Veronica Wantenaar
COMENSA Vice President