

COMENSA Newsflash : MARCH 2023



COMENSA

COACHES AND MENTORS OF SOUTH AFRICA

THE PRESIDENT'S CORNER

COMENSA Newsflash for: March 2023

The narratives around ethics and ethical behaviour in coaching and or mentoring is gaining popularity. More and more one gets exposed to a variety of approaches on how ethics can be applied within professional bodies and functionaries of coaching and mentoring. Myself and Ashnee Naidoo are privileged to attend and participate in a series of conversations titled Ethics on the Edge organised by Association for Professional Executive Coaching and Supervision (APECS). The beauty of these series is that it tackles ethics from a holistically perspectives. With the evolution of coaching, mentoring and related disciplines, we are more and more challenged to act and behave ethically. Signing and promoting Codes of conduct and ethics will remain futile exercises if members are internally and intentionally corrupt. It is time I want to submit that we self-introspect and ask questions like: "What does it mean to be ethical as a Coach and How does ethics influence your coaching and how do you know if you are engaging in ethical practice.?"

The COMENSA Code of Ethics and Conduct is rated amongst the best in the world and I beseech that the application and adherence of our members should be a global example. I will be quick to defend and protect those who continues to always behave ethically. There is still an opportunity for most of us to fully embrace the intricacies of ethical behaviours. COMENSA is the 10th signatory of the Global Code of Ethics (GCoE).

Ethical behaviour is characterised by honesty, fairness, and equity in interpersonal, professional, and coaching relationships. An unknown scholar asserted that ethical behaviour respects the dignity, diversity and rights of individuals and groups of people.

Ethics is knowing the
difference between
what you have a right to
do and what is right to
do.

Potter Stewart

BrainyQuote

In the previous Newsflash, I alluded to the pending Annual General Meeting (AGM). Let us act ethically in nominating and electing the office bearers. Let me reiterate that I will be stepping down as President and Chairperson of the Board at the upcoming AGM scheduled for the 18th May 2023- the search for my successor continues.

These calls for man and women of ethics, integrity, and veracity to raise up their hands and avail themselves to be elected into such strategic positions.

Let me conclude by sharing the good news: Finally we have partnered with European Mentoring and Coaching Council (EMCC Global). The signing of the MOU will be by the 9th March 2023 latest.

Yours in the Coaching and Mentoring Fraternity

Mokadi Mathye

National President: +2783 325 4676

VICE PRESIDENT

March 2023 Newsflash – VP

Dear members

Welcome to March 2023 as we kick off the third month of the year. February is the shortest month and yet a very important one. It heralds the change of the seasons. Summer is over and March will bring the onset of autumn.

This can be the time for harvesting and gathering the seeds that have been sown and nurtured

so it can see a positive uptake in activity on our behalf and the perfect time to be working with your clients, many of whom will be at the start of their new financial year.

If you have not finalised your strategy for the year ahead this can be a very good time to do so. In COMENSA we are approaching the new financial year with positivity and excitement to harvest the time we have invested in creating new relationships that will bring benefits to our members.

We mention a couple below and if you have ideas of any other webinars or special interest areas please talk to us. We can add them into the events planned by the Chapters, and where appropriate make them available to our global partners.

You will see more information about other partnerships from the individuals who have been tasked to hold the relationships.

Quote for the month:

When March comes in like a lion, it leaves like a lamb.

May this bring you a month of peace and rewards.

Partnership

News:

JGSG (Joint Global Statement Group)

COMENSA jointly held a webinar with APAC (Asia Pacific Association for Coaches) on 17 February 2023. This is the second in the series of round tables that we have been co-hosting. Members of all the organisations that are part of JGSG are able to join these free events. It strengthens our bonds with other professional bodies and provides additional opportunities for you to attend learning events facilitated by all the member bodies.

It was good to see some of our members in attendance.

The session was well received by the participants and the question about the boundaries they perceive in their role brought forward some interesting considerations, which showed the thinking and diversity of the participants.

The discussion about how to bring climate change into coaching was also strongly debated from not wanting to include it, through to finding ways to make it a natural part of the discussion on individual's environments, whether at work or at home.

The underlying thread consistent across all discussions reiterated the need for further reflection on the coaches role, its focus, boundaries and horizons.

There are two events in March:

Ethics: straight talking, myth busting which is a panel session followed by debate and response. They promise a space to develop your thinking. This is hosted by AC (Association for Coaching) and AOCS (Association of Coaching Supervisors)

Date: **21 March 2023 11h30-14h30 GMT, 13h30 to 16h30 SA.**

Biodiversity, Habitat & Ecosystems

A demonstration of how a systemic approach and advances in technology might inform and support supervision conversations around climate and biodiversity coaching.

Date: **23 March 2023 15h30** to 19h30 GMT, 17h30 to 19h30 SA. This is hosted by AOCS (Association of Coaching Supervisors), CCA (Climate Coaching Alliance) with a guest speaker from ProReal, David Tinker.

MOU with ANLP International

COMENSA is keen to create partnerships with global players where there is the opportunity for reciprocal benefits. We are pleased to announce that we have signed an MOU with ANLP International.

With COMENSA being the exclusive South African partner of ANLP and with ANLP's position as the Global Flagbearers for Professional NLP, we further believe that our COMENSA NLP training providers and practitioner members, who elect to become members of ANLP, will benefit as follows:

- Having the opportunity of their programs and certifications being evaluated and endorsed by ANLP and thereby effectively raising the standards in their NLP training programs and practices.
- Once the COMENSA NLP Coach is classified as Professional, they would further benefit by being able to have the globally recognised ANLP logo on their profiles.
- The ability to enjoy the additional ANLP services they offer their NLP members.
- Staying up to date with the latest developments in the NLP community.
- Networking with like-minded NLP professionals.
- Additionally, our NLP Master Practitioners will be offered the opportunity to complete a conversion course that will offer them international status.

Watch this space for the launch of this initiative in April 2023.

Member information: Updating Your Profile

Pledge to abide by the COMENSA Code of Ethics and Conduct

We would like to remind you that when you renew your membership, you need to also update your COMENSA pledge. It is your commitment to the COMENSA Code of Ethics and Conduct,

which guides our interactions and behaviours and provides reassurance to our clients. Once you have signed it, please attach it to your profile.

Team Coaching

We are aware that many of our coaches are working in the area of team coaching. This option has now been added to the specialisation area for credentialed coaches. If this is one of your specialisations please go to your profile and select this option.

Veronica Wantenaar

Vice President

INVESTIGATIONS COMMITTEE

COMENSA Investigations Portfolio Committee

Newsletter: March 2023

Steph Dawson-Cosser – Vice Chair

Similarly, to first-aid training, you don't know what you know until there is an emergency and you have to act!

As investigators we are discovering what is really required of us as we are now responding to genuine complaints.

All our research, planning and finalizing of the policies and procedures for investigations of professional conduct during 2022 could not prepare us specifically for what has crossed our table. However, as with first aid training, we are equipped with the basics and every case is taken seriously and with the utmost sensitivity.

This is not a one-size-fits-all process – however all cases follow a procedure. We trust that this will build confidence for people who have a genuine complaint to take the courage and action the complaints procedure rather than sweeping their concern under the carpet.

We are glad to offer a safe confidential space for a person to narrate their complaint which is then engaged with professionally and as timeously as possible by two investigators from the committee along with an independent case manager.

We have space for just one more COMENSA MEMBER to join our committee.

If you feel this is an area you would like to volunteer your time and skill-set, please do contact us at investigations@comensa.org.za. All Volunteers have to be members in Good Standing.

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

MCSC COMMITTEE

MCSC – Membership Criteria & Standards of Competence Committee

The importance of mentorship and credentialing – Author: Yolandi Dercksen (MCSC Committee Deputy Chair)

Mentoring has been around for many years. The word Mentor has historical origins in Greek Mythology. Ulysses entrusted his son Telemachus to the care and direction of his old and trusted friend, Mentor, before setting out on his epic voyage. Telemachus was guided and advised by Mentor, and this is where we now use the word mentor, and verb 'mentoring'.

What is the understanding of Mentoring?

COMENSA defines mentoring as “a partnership in which a mentee is assisted in making significant advances in knowledge, perspective and vision in order to develop their full potential; the mentor's wisdom is utilised by the mentee to facilitate and enhance new learning and insight”.

COMENSA developed a set of guidelines, or “common principles” referred to as the Behavioural Standards Framework to help guide the development of quality mentoring programmes and mentors across South Africa and support the growing need of the mentoring profession.

Becoming a credentialed Mentor has been brought into the spotlight in organisations, across South Africa and globally.

It is important to ensure the standards and quality at which mentoring is being conducted.

The Mentoring Behavioural Standards Framework recognises competencies in six key areas that span three levels of mentoring in order to support mentors across the board to understand the requirements of each. The competencies and examples given are indicators of behaviours or principles the mentors should be displaying in order to meet each competency level.

The following six competencies are recognized:

1. Self-understanding
2. Relationship building

3. Professional Skills
4. Role management
5. Personal/Professional knowledge
6. Personal/Professional development plan and measurement

Three levels of mentoring designations are recognised for COMENSA credentialing:

- | | | | |
|---|-----|-----------------------------|---------------------|
| • | CCM | COMENSA Credentialed Mentor | Designation Level 1 |
| • | CSM | COMENSA Senior Mentor | Designation Level 2 |
| • | CMM | COMENSA Master Mentor | Designation Level 3 |

The benefits of becoming credentialed as a mentor:

- Demonstrates that the Mentor is aligned to the Behavioural Standards Framework which ensures Quality Assurance in their mentoring.
- Demonstrates that you have a Professional Designation allocated by SAQA, that indicates the level of mentoring experience.
- Demonstrates that the mentor has gone through a structured, observed & verifiable credentialing process.
- Demonstrates that you take continuous professional development seriously
- Reinforces the integrity of the mentoring profession in South Africa
- Reassures the clients that the Mentor is approved by COMENSA, a Professional Mentoring Body in SA with a regulated code of ethics and a code of professional conduct.
- Credentialing enables the Mentor to become part of a growing mentoring & mentoring network.
- You will be contributing to the South African skills development system.

“50% of younger professionals say that a workplace mentorship program would make them more likely to stay at a company. 86% of professionals claim that having access to mentoring is a factor in them staying with an organisation.” - Mentoring Statistics in 2022

What are the benefits for both mentor and mentee in the process of mentorship?

We believe that the Kram (1985a) theory explains the benefits of a mentoring relationship well.

The benefits are:

1. Helping the mentee develop a sense of professional self,
2. Providing problem-solving and a sounding board,
3. Giving respect and support,
4. Providing identification and role modelling and

5. Supporting the mentee to set growth goals and to be accountable.

Why should organisations have formal programmes and what advantages does that present?

Mentoring is a profession that has been misunderstood and undervalued for many years. Mentoring is not management and this may be the biggest learning for organizations to understand. Mentoring is a formal process and we align this to the Behavioural Standards Framework to ensure it offer the mentee true, professional and standardised mentoring. If organizations have credentialed mentors in their work place they will be able to ensure this level of professionalism and standards.

Can managers develop their own informal mentorship programmes, if there isn't an existing one in the company?

It is crucially important for managers / mentors to ensure that their programmes are aligned to the standard that has been set in South Africa as well as internationally.

The COMENSA Behavioural Standards Framework is a wonderful basis for developing a programme.

Stay relevant and aligned to the required standards as a mentor. Apply for credentialing today, COMENSA is there to assist you all the way!

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

You are invited to our first webinar for 2023 on 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*.

In April, André Retief will be talking about *Supervision as an essential part of Coach Training Programmes*. This will take place on 11 April 2023 at 18H30.

Recently Credentialed Members

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



**Pieter Gruenbaum – COMENSA
Credentialed Coach**

It has been in my sights to become credentialed for a very long time, as I believe it separates you from the rest and it builds confidence.

I have experienced the process very professional and easy to follow, although the evaluation was a bit daunting at first I experienced only professionalism and total dedication from the evaluators. Exactly what one expects from a professional body. I want to thank Gail and Robert for their honesty and willingness to do such an important task. Thank you also to Comensa in setting such high standards and I am proud to be a credentialed member and coach.

I can now proudly and with dignity market myself and this wonderful journey, called coaching, to the world.



**Peter Manyaka – COMENSA Credentialed
Coach**

My credentialing experience with COMENSA has been a highlight of my year so far. My successful credentialing has already put me on a high which has made me work even harder in ensuring that I deliver the highest possible coaching service to my clients while working towards the next level.

The credentialing process was not just about getting assessed but a reminder on the quality, ethics and entire process required in maintaining a reputable coaching tag but more importantly the need to protect the coaching profession and the COMENSA institution. I would like to thank

Motshidisi Letloenyane, the GP Chapter membership administrator for encouraging me to apply for the process. She is truly worth the brand ambassador tag.

I would also like to thank Mohau Mphomela also from the GP Chapter who became my supervisor and also for the guidance he offered me. It would be amiss of me if I don't acknowledge the two individuals that made this process seamless but challenging in an exciting way. Veronique Breugelmans and Lizel Stephan were my assessors whose's encouragement has been par above none. Their experience came through in playing a friendly, firm, fair and professional role in the process.

COMENSA's existence is depended on volunteerism and these two individuals definitely made me bow in appreciation, I will be raising my hand soon. In all of this, my first experience in the process was through Andre Retief. His dedication to his job is a thing to be admired. He held my hand in explaining the entire process and never lost any patience with me during my navigation of the process. Finally, I would like to thank my life and business partner, Kefilwe Manyaka. I wouldn't be writing such long speech had it not been for her unconditional support.

Thank You Thank You Thank You...Pula.



**Linda Magennis – COMENSA
Credentialed Coach**

I am both delighted **and** greatly relieved that I have now received my Level 1 Credential from COMENSA.

It was the Late Pranesh Anadlal who re-ignited the spark to push through, and *get it done!* Added to this was the special support and encouragement from Motshidi whose Testimonial like this showed me that it was do-able. Her sweet and encouraging WhatsApps were deeply appreciated!

My participation at Coachex 2022 (through LeaderEx) was also so enriching because I learnt to

focus more, apply the CCC Behavioural Framework more swiftly, and actually achieve great outcomes in a mere 20-minute Session.

And from there, Team COMENSA has been most supportive right through to the actual Online Coaching session, and beyond.

Yes, the Admin is a grind, but now that I am considerably more organised and also taking my Coaching Business more seriously, I'm even thinking about aligning myself for the CSC (Level 2) in time to come. *Now THAT is a complete turnaround for me!*

Coaching is really a dynamic, evolving Service to the world out there and Credentialing just signifies that you're aligning with Best Practices by doing your best to ensure that you're able to *give* your best *to* your Clients.

Sincerest thanks to each and every person along this journey, and especially to the special memory of the Late, Mr Pranesh Anadlal. I'm honoured to now be a part of the COMENSA-Credentialed Coach Team.



Mohau Mphomela – COMENSA Senior Coach

Coach Mohau Mphomela is the founder of **Lead Africa Coaching (LAC)** and COMENSA Gauteng Chapter Committee member and a member of the COMENSA Supervision Portfolio Committee.

Last year in August 2022 when I successfully completed my first stage of COMENSA Credentialed coach, it was indeed a very exciting encounter and I immediately set myself a new path to work towards my second level of COMENSA credentialing which I wasn't too far off with the coaching hours acquired and I already qualify with the coaching training hours acquired for the second level then.

Christmas came too early for me in November 2022, when the coaching hours and the requirements for the first and second level of COMENSA credentialing process were reduced, to be more in line with those of the other international coaching bodies such as the ICF and the

EMCC. I am glad that COMENSA took this step and created an opportunity for more and more coaches, who were not credentialed to consider following the credentialing path which is more likely to create honour and credibility for them in an unregulated profession of ours, where everyone and anyone can claim to be a coach.

In closing I would like to thank members of COMENSA MCSC Committee Jacques Myburgh and Andre Retief for being very receptive and creating a very calm, safe and welcoming environment to want to complete the process and even encourage me to work even more harder towards my next level of credentialed COMENSA Master Coach (CMC) in the next two to three years. I would once again like to encourage our members to heed the call, to pursue this essential credentialing process, especially with the newly reviewed requirements, many more can take this opportunity like I did.

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,

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

In this month's issue I would like you to ponder on the question: ***Why did I become a coach/mentor? What is my moral and ethical responsibility to my client?***

For most of us, our reason for becoming coaches or mentors was a strong desire to help people rather than harm. Therefore our ethical responsibility is to not only act in a morally responsible and professional manner, but to also equip ourselves with the tools to resolve moral and ethical conflicts that arise as a consequence of the close interaction of our work.



"Knowledge is power. Information is liberating. Education is the premise of progress, in every society, in every family."

Kofi Atta Annan

What are some of the resources you can consider to prepare yourself to handle ethical conflict that may arise?

Laws and Legislation - there are a number of laws and legislation governing our everyday interactions. Whilst no one is expected to remember them all, it is advisable to know where, and how, to access them easily. It is also useful to have available the services of someone who is an expert on the law.

Professional Associations are there to provide help, guidance and support as well as a network of people committed to professional and ethical behaviour. Such bodies generally have a dedicated committee for ethical matters and are approachable for advice in person, telephonically and through email. COMENSA is a body who is able to provide such services for its members, where an independent committee is in place to investigate all complaints lodged in a neutral and fair manner.

Supervisors - Supervisor Coaches are experienced people who are able to provide expert help and guidance to coaches in many areas, not only ethics. COMENSA will be able to provide you with the appropriate contact details

Respected Peers and Mentors - building relationships with respected peers and mentors is a good way to remain 'tapped in' to the ethical way. Communication does not necessarily have to be face to face. Social Media Groups and discussions will enable you to pose questions and learn from other's experiences. However, care should be taken to ensure that the groups you belong to are in alignment with your own ethical convictions.

Resource: COMENSA: Ethics Toolkit for Coaches and Mentors

Upcoming events to look out for:

The global Race Roundtable Counsel launched an "*Open Letter to Training, Education and Qualification Providers in Coaching, Mentoring and Supervision*" regarding Diversity, Equity, Inclusivity and Belonging in the week of 6 February 2023 on LinkedIn.

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. 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. I encourage you to register for this event once opened to members of COMENSA.

Until next month be safe mentally, physically and spiritually.

With Love & Light

Ashnee Naidoo – SEC Chair

SEC@comensa.org.za

SUPERVISION COMMITTEE

Our theme for this year is 'Psychological Safety' and we invite all member to join us at our events to explore this important topic, both for coach and client.

Psychological safety refers to an environment that encourages, recognizes, and rewards individuals for their contributions and ideas by making people feel SAFE when taking interpersonal risks.

Our first event of the year takes place very shortly: see the invitation below and join us and stay Safe!

Did you know that coach supervision is a safe space for coaches and mentors to explore their triggers?

An invitation to all members to join the next COMENSA Supervision event on Thursday 16 March @ 18h00 – 19h30



Theme: ***Using dialogue to create psychological safety***

Our effectiveness as coaches and mentors in creating an environment of psychological safety has more to do with the **way** we engage with our clients than **what** we say to the client.



This event will focus on the importance of psychological safety as an ingredient of effective coaching and mentoring, reflecting on the quality of our dialogue and its impact on psychological safety. The workshop will include a live experience for all participants of a supervision-type conversation about this.

[Register Here](#)

Presented by COMENSA's Supervision Portfolio Committee

MARKETING COMMITTEE

We have certainly had an interesting month, with some really insightful on-line events and received some fantastic invitations which we sent out to you by email during the month, so I hope you have taken advantage of these and encourage you to take advantage of and register for the Global Festival 2023 if you have not already.

2 – 31 March – Climate Coaching Alliance is hosting the Global Festival 2023.

Month-long, free - Festival of “Tools for Transitions”. To inspire coaches around the world, to support their clients and communities in addressing the climate and biodiversity crisis

LEADEREX

Coaches you are needed for LeaderEx 2023 from 12 – 13 September 2023 at the Sandton Convention Centre.

We are looking forward to LeaderEx 2023 and hosting the COMENSA Coaches Corner again at this definitive thought leadership platform.

There will be 250 masterclasses, forums and learning experiences as well as networking opportunities, that will run over 3 days from 12 – 14 September, of which we will take part in the first two days.

In addition, this year there will be over 350 speakers, including top CEOs, entrepreneurs and industry leaders who will be talking to executives, managers, professionals, high potentials and entrepreneurs.

Each day will have a different focus area:

Day 1 : E-commerce, Retail, Funding & Entrepreneurship

Day 2 : HR, Leadership, Coaching & Future of Work

Day 3 : Finance, Savings & Investment and Economy

In preparation for this we are already calling on coaches to support this very rewarding event for the coaches, the people taking advantage of the coaching sessions and of course it creates excellent awareness for COMENSA and the coaching space.

We would welcome the Coaches from previous years, who have an interest in this year to be on board with us again and invite other Coaches who would like to join us in our Coaching Corner to apply.

This is the criteria for the coaches we are looking for:

- COMENSA members in good standing

- Have at least five or more years of experience as a Coach
- Credentialed Coaches with COMENSA or another professional coaching body
- You will need to avail yourself and commit to being at the Sandton Convention Centre on 12 & 13 September 2023 (any flights and accommodation would be for your own account)

The COMENSA coaches will conduct 20 minute sessions, starting at 9h00 to 16h00 on both the 12 & 13th in the café-style Coaching Corner. These vital coaches will act as sounding boards to LeaderEx delegates, helping them to think about impacting changes within their businesses, industries and South Africa.

If you have an interest we look forward to hearing from you, so please submit your application to marketing@comensa.org.za – using the subject: LeaderEx 2023 Application and your name. All applications need to be received by 16h00 on 31 March 2023, and please also include the following:

- Your COMENSA membership
- A head & shoulders photo of yourself (separate attachment)
- 200 – 300 word Personal Biography (in WORD doc format)

Coaches who coached in the previous years and wish to take part again and meet the 2023 criteria, please advise if we can use your previous LeaderEx profile.

Please ensure that your application meets the criteria and is submitted in the correct format, by the due date, as any application that does not meet these requirements cannot unfortunately be considered.

We look forward to having you with us in the COMENSA Coaches Corner.

Marketing tip of the month: Personal Branding

“Your brand is what people say about you when you’re not in the room” – Tom Peters

Personal Branding is who you are and the value that you offer - so ensure you are present and available. One of the best ways to do this through COMENSA and on your social media platforms, is to make sure the impression you leave, when you are “not in the room” is as strong as when you are - so make sure your profiles are fully updated and relevant, so your potential client can identify with you right from the start and already have an idea of the value you will offer them.

Have a great month

Sally Witherden

Can we talk compliance, compliance and more compliance without sounding like a scratched record? This is the language of the Audit, Risk and Finance Committee. We have completed the exercise of ranking risks facing COMENSA. This is just the beginning of the journey of

ensuring a risk responsive COMENSA. We have a long road ahead of us and we are up to the task of contributing to continuous improvement of COMENSA

The Independent Professional Body Forum (IPBF) is a Forum formed in 2015 mainly to share experiences, knowledge sharing and benchmarking practices. The Forum also focusses on promoting collaboration with the professional body community.

I attended their workshop on the Regulatory Universe for Professional Bodies. The workshop focused on the following:

- * The compliance universe of professional bodies.
- * What does the professional body compliance risk profile look like and what steps should the professional organization take to address the risk profile.
- * Controls in place to ensure compliance.

These are issues that the ARF will grapple with in the coming months to ensure compliance, compliance and more compliance.

Compiled by:

Theresa Vivian Moila
Chairperson: ARF Committee

RESEARCH

Team coaching

One of the areas in the coaching industry showing much growth in the business environment is team coaching. A recent addition from a research perspective is an open-access article published by Patricia Neill, in conjunction with Prof Mias de Klerk, from the University of Stellenbosch Business School. The article describes a conceptual framework developed specifically for team coaching. The interesting aspect of this research is how the framework facilitates sense-making and existential principles of meaning-making based on Viktor Frankl's work. From the article:

"Frankl (1988) proposed that the quest for meaning is an inherent condition of being human and living a meaningful life. Frankl's (1988) definition of meaning entails finding an experience or perception that one's life and work are of significance. Meaning-making happens through those aspects of people's lives that provide a positive subjective experience of meaningfulness of one's endeavours. Bailey and Madden (2017) proposed that a sense of meaning arises subjectively in so-called peak moments through reflection and appreciation of the meaningfulness of one's systemic context. A sense of meaningfulness has been shown to correlate consistently with almost all aspects of wellness (De Klerk, 2005); positive work experiences and orientations, such as work motivation, and organisational commitment (De

Klerk, Boshoff, & Van Wyk, 2006) and job satisfaction (Van der Walt & De Klerk, 2014).”

Find the article here: https://radar.brookes.ac.uk/radar/file/86a4b1d4-3544-4df9-bd29-c4180210b89a/1/IJECM%2021_1_06.pdf

Neill, P, & de Klerk, J. J. (2023). Developing the soul framework to enhance employee experience in teams as part of a team coaching approach. *International Journal of Evidence Based Coaching and Mentoring*, 21(1), 67-84. <https://doi.org/10.24384/fym0-z274>

Request for participation in global ethics and ethical decision-making in coaching

Prof Jonathan Passmore is asking your participation in his research into ethics and ethical decision-making in coaching. The survey is available on a global scale and he committed to make the research results available on an open access forum. Please participate – it should not take much longer than about 8 minutes. Find the link here: <https://ww3.unipark.de/uc/ethiccoaching/>

Jacques Myburgh

(Acting) Chair: COMENSA Research Portfolio Committee

CHAPTER CHATTER



Warm greetings from KZN.

We have had our first virtual event of the year during February. Our esteemed speaker Kirti Carr ably handled the topic “Creating the year you wish to experience”.

We were waiting for slides as we have become accustomed to with presentations but to our surprise there were none. Instead everyone was asked to actively participate in a practical exercise of conscious goal setting as opposed to habitual goal setting. Rather than basing goals on external factors such as family, job, budget etc. participants were encouraged to set goals based on the life they want to create. We were told that in conscious goal setting, goals

have to be in line with values.

Whereas habitual goal setting says **I must/should** ..., conscious goal setting says **I can't wait to** ... (note the difference in energy).

Participants were asked to envision a goal based on non-negotiables that would become their pillars, by focusing on what (instead of how), identifying what to let go of and creating space, identifying what could be leveraged as well as strengths to develop, areas that one did not enjoy that could be delegated or outsourced, thinking about resources to support the goal as well setting timelines.

The practical exercise culminated in finding the SMILE MAKER (something that would make everything worthwhile).

There is no virtual online event for the month of March from KZN.

Mindful reflections

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



March 2023 Newsflash – Western Cape

Greetings to everyone from the Western Cape!

This year, we kicked off with an inspiring event presented to us by Rentia Landman who introduced us to a wonderful **Proactive Approach to Mental Health and Wellbeing**. We're sure that we speak for all who attended when we say how insightful we found the presentation as we were reminded of our purpose.

The Western Cape's next event is our Annual General Meeting (AGM), which takes place on Wednesday, 26 April at 18.30. AGMs give us a perfect opportunity to reflect on the year that has been, what we've accomplished, and what developmental areas are still there. Two of the members of the Western Cape Committee's term comes to an end, and we invite you to think about putting your hand up and volunteering for a role within the chapter. According to [studies](#) done about volunteering, there are numerous benefits to the individual when they volunteer time to something they love:

- It can help you to meet people and make connections
- It allows you to give back to a cause that you feel passionate about
- It gives you an opportunity to learn and an edge in your career
- Depending on the circumstances, it can decrease depression and loneliness

Additionally, coming into effect after the National AGM on 18 May, there is the extra benefit of a small, but significant financial 'thank you' which comes into effect once you've completed a year of volunteering. COMENSA recognises that it is what it is because of its members, and also, significantly, because of those volunteers who give of their time.

As the Western Cape Chapter, we have felt the benefits of volunteering – we hope you might want to experience the same! The AGM is an opportunity to put up your hand and get involved – please do, and encourage others you know to do so!

DATE : Wednesday, 26 April 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



Gauteng Chapter members: your invite for the 2023 Annual General Meeting has been dispatched. Please attend to it, for us to have a fruitful engagement in April. **You are encouraged to nominate and / or support nominated colleagues for the vacant positions in our committee.**

During the **International Women's History** month, Gauteng is dedicating this space to recognise and honour the sacrifices and huge strides that our own have made in the coaching and mentoring fraternity. We take this time to reflect on the impact and history of what women brought into our lives through this growth and development sphere.

We would like to encourage us to allow women to continue to shine their light on COMENSA: GP and beyond. We urge you to remember to share a moment with the women folk on 08 March 2023.

COMENSA: GP would like to recognise the pillars of our Chapter Leadership:

- **Chapter Secretary: “Joy-joy” Baloyi;**
 - *As I execute my responsibilities, I get fulfilment from the knowledge that I am contributing to my Professional Body and that in return, I have earned a network of professionals whom I could not access until I started serving.*
- **Events Secretary: “Vee” Nkoane;**
 - *Being a member of the GP chapter committee has opened my eyes to professional growth in the coaching industry. Having a professional body to belong to, while growing as a professional is something we strive to do in all industries. As a woman, the awareness of belonging and inclusiveness brings warmth as well as zeal and zest to push through in this organisation. I salute and look up to all the women at the top and aspire to reach their heights and beyond;*
- **Membership Secretary: Mo’ Letloenyane;**
 - *“I m a COMENSA Credentialed Coach and encourage all coaches to embark on this journey. It is another way of separating the roses amongst the thorns. Let us connect on LinkedIn, I’m open to know your professional self better. Who knows what we can do together?”*

We recognise the able leadership of women in the national structures of COMENSA led by Vice-President: Veronica Wantenaar.

Provincially, we salute the only woman Chapter Chair: Michelle Strickland of KwaZulu Natal. We also salute the women in the other provincial chapters.

Much appreciation to all the women who have and continue to soldier on with us at various stages of our journey.

March in South Africa marks the anniversary of the massacres that took place in Sharpeville and Langa in 1960. Spare a moment to remember those who made the supreme sacrifice in the quest for the emancipation of one race from bondage and subjugation by another. Remember, we are all belong to one race: the human race.

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.*



COACHES AND MENTORS OF SOUTH AFRICA: LIMPOPO CHAPTER: 2023

Hello to Limpopo Coaches and Mentors,

Developing Coaching and mentoring competency by attending COMENSA events

One of the fundamental membership values for COMENSA is to organize themed events to expose members to various coaching tools and methodologies.

By attending these events members gain the best practices and get updated on the contemporary trends in the coaching and mentoring fraternity.

These events bring together communities of practices to advance the strategic objectives of COMENSA as well as the quest for members to get better at what they do. COMENSA events further provide a platform for ecosystem partners to be the main facilitators at some events. Some of the coaching ecosystem partners for COMENSA are:

- Government and its organs. e.g., the South African Qualifications Authority, (SAQA)
- Academic fraternity
- Private Sector
- Civil Society organizations like National Mentoring Movement.

We encourage all our members to attend the COMENSA events to allow for the seamless integration of all our coaches into the global community of pioneers and leaders in coaching.

To attend COMENSA events a member or prospective member simply logs in to his/her respective profile. Once logged in register and attend the events as scheduled.

If any of our members need assistance in how to register for the COMENSA events, please contact, either one of the following:

lpchair@comensa.org.za.

lpsecretary@comensa.org.za

administrator@comensa.org.za

LIMPOPO CHAPTER CHAIRPERSON-0836996600

REUBEN RAMMBUDA

COMENSA MASTER COACH

Mokadi Max Mathye,
COMENSA President

Veronica Wantenaar
COMENSA Vice President