

COMENSA Newsletter : MAY 2023



NEWSLETTE

Keeping you updated with the
latest COMENSA news and
events

THE PRESIDENT'S CORNER

Marilyn Ferguson once asserted that transformation is a journey without a final destination. A journey it is indeed and remains so within COMENSA. Narratives around transformation necessities within COMENSA started around 2015 when the South African Qualifications Authority (SAQA) questioned our transformation policy and our strategic intent in the area in question. In my view, transformation can be a double-edged sword and frankly remained so within COMENSA. Others treat it as an opportunity, while others see it a threat. Such are realities which we must embrace without compromising the transformation essentials, especially within the professional bodies landscape. National Treasury (2017) asserted that to realise the vision of the Constitution, South Africa needs transformation that opens a path to inclusive economic growth and development. Growth without transformation would only reinforce the inequitable patterns of wealth inherited from the past. I guess inclusivity as a value can play and continues to play such a pivotal role within COMENSA in our quest of becoming a transformed professional body. In August 2022, I proclaimed the following and please allow me to reiterate that according to Justworks (2020), Inclusion refers to creating a work environment where all people are truly welcomed, valued, and respected — for all of who they are — regardless of differences. Inclusion is not the same as tolerance. It is not about putting up with people who are different, but rather is about full

acceptance. In an inclusive environment, people will not feel that they need to hide part of their true self in order to truly belong. When employees feel a true sense of belonging, and they can bring their whole selves to work, they are more likely to bring more to the work they are producing, and feel more fulfilled in the process — which benefits everyone involved.

From the Justworks (2020) definition of inclusion, there are a few lessons I would like to highlight:

1. Inclusivity in our context should mean all members are truly welcomed, valued, and respected as long as qualifying criteria are not compromised;
2. Inclusivity in our context should mean unconditional full acceptance of members considering that some are credentialed and some are not credentialed. South African Qualifications Authority (SAQA) is influential in guiding that professional bodies must clearly define membership in terms of designated and non-designated members (SAQA paragraph 28(i)(ii) of Policy and Criteria for Recognising a Professional Body and Registering a Professional Designation for the Purposes of the National Qualifications Framework Act, Act 67 of 2008 (As amended, December 2021);
3. There is a need to make our members feel a true sense of belonging and the rhetoric question might be: How do we openly and truthfully make our members feel a true sense of belonging so that they are able to bring their whole selves to COMENSA in terms of contribution, involvement, and volunteerism?

Inclusivity continues to play a crucial role and our unconditional acceptance by all members paves a way for a transformed professional body. The Board of Director's decision to embrace Diversity, Equity, Inclusivity and Belonging (DEIB) principles helped in our transformation narratives.

Since 1994, South Africa has been guided by the Constitution's call to heal the divisions of the past and establish a society based on democratic values, social justice, and fundamental human rights. Our transformation policy as approved on the 22nd March 2023 becomes instrumental in ensuring transformational imperatives within the organisation. COMENSA believes that the future prosperity of our country, as well as that of our organization, hinges amongst other things, on the positive transformation and upliftment of COMENSA. Transformation is therefore an ongoing opportunity COMENSA cannot afford to ignore.

Let me repeat that indeed COMENSA is committed to achieving success in ways that honor ethical principles & values, and respect for all our stakeholders, including the people of South Africa to whom our members provide a service.

Please allow me as I conclude to congratulate and welcome the newly appointed Chapter Chairs, especially Alison Coates in KZN and Mohau Mphomela in Gauteng

provinces respectively. Wishing you the best of luck in your tenure.

Let the transformative continuous journey and activities within the organisation help to build COMENSA into a professional body it is ordained and meant to be.

Yours in the Coaching and Mentoring Fraternity

Mokadi Max Mathye

National President: +2783 325 4676

VICE PRESIDENT

May 2023 Newsletter – VP

Your vote is your voice!

April has been a busy month in COMENSA with the Chapter AGMs taking place which means that we say goodbye to two of our Chapter Chairs: Tsietsi Telite from Gauteng and Michelle Strickland from KZN. We would like to thank them for the time and energy they have put into their roles, and we look forward to seeing them participating as members of their chapters in the future.

And we welcome our new Chapters:

Mohau Mphomela from Gauteng and Alison Coates from KZN. The full information on the Chapter teams can be found on the COMENSA website.

The COMENSA AGM will take place on 18 May 2023.

This important event is to update you on what has been happening in the organisation in the last year, with feedback from the President, Vice President, and the Portfolio Committees. There is a lot going on behind the scenes which members are not aware of, and we are starting to feel the relief of moving out of the COVID time into a more optimistic future, albeit an uncertain one. This will see our Chapters and National being able to interact more with you.

Part of our plan is to create opportunities for our members. We will be checking in with you to see how we can assist you, whether you are a new coach/mentor or an experienced one. We will look to promote COMENSA coaches into the market, and through our partnerships to open up links to the global community of coaches and mentors.

We have lots of ideas that we would like to focus on for next year, but we need your help. Let us know if you have ideas for projects, events, or connections and if you can spare some time to get involved it can make things move faster!

Your vote is your voice.

That is true for voting for the AGM. Please take the time to read the reports and to cast your votes. As mentioned, you have a voice, and we need to hear it. Whether it is compliments or complaints let us know. It is also true that staying silent does not bring about change. Be the change and make it happen. We are good listeners!

We look forward to seeing you at the AGM – **building your COMENSA!**

Partnership News:

JGSG (Joint Global Statement Group) held a committee meeting on 12 April 2023. Members of all the partner organisations were at the meeting sharing information about the last round table which had over 100 attendees from all part of the world. The topic was **Straight Talking, Myth Busting**. Unpacking some myths about our role as coaches and mentors in raising the issue of climate change in our work.

For more information on the myths and the varied responses from attendees please check out <https://www.jgsg.one/2023/03/17/ethics-straight-talking-myth-busting/>

The next group meeting in July will be focusing on reviewing activity to date and looking at how the group see the future, what it wants to achieve and how to encourage our organisations' members to become more involved in the climate issue.

20 April saw the 5th round table on Biodiversity, Habitat and Ecosystems. The session was to enable attendees to understand more clearly our response to climate change and where we may ask ourselves the question 'What might I do?' As always with the round tables there is diversity of views that bring really interesting debate and encourage reflection long after the event.

ANLP International launched our Memorandum of Understanding on 12th April. We are looking forward to organising some joint events with them in the near future and would like to encourage our members who are NLP trained to consider sharing some ideas and learning through our virtual events. If you have something you would like to share please get in touch. We anticipate inviting the ANLP team to join us for an information session in August or September 2023. vp@comensa.org.za

Quote of the month:

"It's not enough to just want change ... You have to go and make change by voting."

Taylor Swift

Veronica Wantenaar

Vice President and Chair of EXCO

INVESTIGATIONS COMMITTEE

COMENSA Investigations Portfolio Committee

Newsletter: May 2023

Ilana Steyn

We hold our ears to the ground to make sure that we keep you informed about the latest developments or requirements in your practice and help to increase transparency and accountability. The objective is to identify areas of improvement and provide feedback to develop skills.

One of the Key elements of the Investigation Process is to keep all parties informed while the matter is being resolved, hereby demonstrating commitment and focus on the benefits for all in maintaining high professional standards and ensuring quality coaching services.

Through regular process review the committee ensures and highlights the benefits of Ethical behaviour and standards. Ongoing professional development will assist coaches to maintain, enhance their skills and addressing issues. Some of the future topics are POPI Compliance, Ethics and Rules of Engagement.

If you would like to be a part of this process to establish a positive coaching experience, we have space for one more COMENSA MEMBER to join our committee – for more information please apply to investigations@comensa.org.za We would love to hear from you!

MCSC COMMITTEE

MCSC – Membership Criteria & Standards of Competence Committee

TRAINING PROVIDER PROGRAMME AWARENESS

In this month's article we would like to create the awareness of how COMENSA Approves Training Provider Programmes. Here is some important and interesting information to be aware of.

Every industry or profession have certain terms or words used that we refer to as jargon. Jargon is the language of specialized terms used by a group or profession. It's common shorthand among experts and used sensibly can be a quick and efficient way of communicating.

In COMENSA we have the same focus on specific terms, and we would like to provide insight and clarity on some of these terms as they have a huge impact on the way that we communicate as a Professional Body. Here are some of the terms that we use:

1. Approve (we do not Accredite)

Accreditation bodies are the governing authorities, either government owned or under agreement with government, that establish the suitability of any participating certification body in that country to carry out audits. This is done by assessing systems and procedures, and monitoring performance.

COMENSA is a self-regulating professional coaching & mentoring body recognised by SAQA who have also registered the COMENSA coaching / mentoring designations. We set professional standards, a code of ethics on conduct and competencies of coaches/mentors, definitions, and the behavioural standards framework that our members, training providers and representatives are committed to upholding.

As a recognised South African coaching / mentoring professional body, we have created evidence-based coaching / mentoring standards. In the past COMENSA used to recognise Training Providers yet it caused many irregularities on the ethics and standards of how the training was being conducted and delivered by training providers. COMENSA updated this to only approving the Programme of a provider and not them as an organisation. We do not accredit Training Providers or their programmes, we **Approve** their Training Programmes that are aligned to the behavioural standards framework.

2. Evaluate (we do not Assess)

Assessment centres focus on the assessment and overall achievement & competency of a learner through formative & summative assessments, whereas COMENSA evaluates

Training Provider Programmes based on their training content and the alignment to the behavioural standards framework.

3. Credential (we do not Register)

COMENSA credentials coaches & mentors based on the set professional standards, the code of ethics on conduct and competencies of coaches/mentors. COMENSA has evaluators who evaluated coaches and mentors that successfully complete the relevant COMENSA credentialing evaluation process against the COMENSA Coaching Behavioural Standards Framework with proficiency.

Here are the values & benefits of having a Training Programme Approved with COMENSA:

1. The Training Provider Programme will be Quality Assured & based on Behavioural Standards Framework.
2. The Training Provider Programme will provide the public and buyers of coach/mentor training with clarity and certainty regarding the status of the learning programme offered by COMENSA Training Provider programmes.
3. The Training Provider Programme will establish a clear approval process with fair rules & requirements.
4. The Training Provider Programme will emphasise the COMENSA code of conduct and ethics to ensure the credibility of the certificates issued by the Training Provider.
5. Guidance and support throughout the application and approval process. Clearly align to the BSF & assist with matrix.
6. Programme and approval to be clearly stipulated. (Bronze, Silver, Gold)
7. Majority of qualifications & skills programmes contain a certain aspect relating to coaching and or mentoring. (Universities providing Coaching & Mentoring qualifications, UJ, Wits, GIBS, Stellenbosch – Assessing on BSF)
8. Free marketing & visibility on the COMENSA website for coaches and mentors to connect.
9. And much more!

Here are the benefits for students studying with a provider:

1. The student that completes the approved programme with the Training Provider will have surety that the programme is of high quality and aligned to the Behavioural Standards Framework.
2. The students get evaluated on the approved TPP & will have a shorter and more cost-effective path to credentialing.

3. The credentialing process can be evaluated through the TP by their COMENSA trained evaluators which could also ease the process.

We Approve programmes based on the following 3 status levels:



Gold Status Programme

- Has Accreditation from a South African Quality Council directly or by delegation with Learning Programme approval for a programme with not less than 5 Credits directly relevant to coaching or mentoring; and
- Provides training that aligns to the relevant COMENSA Behavioural Standards Framework to enable the learner's credentialling; and
- Has qualified assessors, at least one of whom must be a COMENSA trained Evaluator.
- Ensures that a learner is evaluated against the relevant COMENSA Behavioural Standards Framework that allows the waiver of the first-time credentialing evaluation and fee



Silver Status Programme

- Provides training that aligns to the relevant COMENSA Behavioural Standards Framework to enable the learner's credentialling; and
- Has two COMENSA trained Evaluators.
- Ensures that a learner is evaluated against the relevant COMENSA Behavioural Standards Framework that allows the waiver of the first-time credentialling evaluation and fee.

Bronze Status Programme

- Provides programmes, workshops or resources for Continuous Professional Development of COMENSA Members.
- Get your TPP in front of the largest directory of coaches and mentors in SA!
- To access our online self-service portal and submit your Training Provider Programme (TPP) application, please register with COMENSA. Only COMENSA approved Training Provider



Programmes are promoted to our community of coaches and mentors.

- Your approved programme is valid for a period of 3 years from date of approval whereafter you may reapply for approval to be re-included on the COMENSA listing. A discounted evaluation fee applies per programme over and above the initial programme you submit. COMENSA is introducing an exciting and impactful platform for TPPs to heighten awareness of their COMENSA approved programmes and advertise to our members.

So don't delay, get your TPP in front of the largest directory of coaches and mentors in SA!

To access our online self-service portal and submit your Training Provider Programme (TPP) application, please register with COMENSA. Only COMENSA approved Training Provider Programmes are promoted to our community of coaches and mentors.

Your approved programme is valid for a period of 3 years from date of approval whereafter you may reapply for approval to be re-included on the COMENSA listing.

COMENSA has introduced an exciting and impactful platform for TPPs to heighten awareness of their COMENSA approved programmes and advertise to our members.

Please visit our TPP page for further info and guidance:

www.comensa.org.za/training-provider-programme

Yolandi Dercksen – MCSC Deputy Chair

Please check.....

Please check your membership expiry date and also your Credential expiry date to ensure you renew it on time. If you require any clarity or assistance, please email me at mcsc@comensa.org.za.

MCSC Webinars

9 May @ 18H30 – The difficulty of completing a RPL Process and some tricks of the trade, presented by Gizelle McIntyre.

TPP Evaluator Training

Training Providers please take note of the next Training Provider Programme Evaluator Training on 19 May 2023 from 09H00-13H00. If you have not had your evaluators trained yet, please ensure they attend this next training.

Send an email to tpp@comensa.org.za to register.

Recently Credentialed Members

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

Dolores Mashishi – COMENSA Credentialed Coach



I have been thinking about being a credentialed and an accredited coach since the beginning of my coaching journey in 2021. I started practicing and conducting lots of coaching sessions with the meta coach foundation.

I registered to become a member of COMENSA in 2022 because I needed to join a community of peer coaches to share learnings & experiences with. Coaching can be a lonely road if you try to walk it alone. The community of COMENSA was welcoming and engaging in the different facets of coaching, mentoring, supervision etc.

It was a culmination of different motivations and encouragement from several people that gave me that final urge to start putting the credentialing process in motion. The

supervision sessions I had with Mohau provided the much-needed facilitated support not just for my coaching skills but the courage to focus on my credentialling process. I also drew a lot of inspiration from other Master coaches that I work with in different coaching platforms, Coach Kgobati, Coach Sam and Coach Paddy.

The natural butterflies in the stomach were there all the time when I had to think of putting my submission documents together for the credentialling application. Motshidisi was my coach accountability partner who held my hand throughout the application process – checking and following up on milestones set.

The run up to the final evaluation session was filled with anticipation when the two evaluators contacted me. Dominique and Lesanne were amazing at making me feel at ease, reminding me that “I’m already a qualified coach, this is just an opportunity to demonstrate COMENSA behavioural standards” – this positive affirmation just gave me the final push of confidence I needed. I’d like to thank them for their engagement and valuable feedback.

Being credentialled is really the beginning, and I’m looking forward to the coaching journey ahead.

We are here to support you on YOUR Credentialling Journey to make this a pleasant experience for you and to support you in your growth as a coach or mentor. We would love to see your photo and read about your experience of being Credentialed next month.

*The question is.....**WHAT** is holding you back from taking this bold step forward???*

André Retief

MCSC Chair

mcsc@comensa.org.za

SOCIAL AND ETHICS COMMITTEE

Dear Coaching and Mentoring community,



"The reputation of a thousand years may be determined by the conduct of one hour." - Japanese proverb

As a coach or mentor in South Africa, it's essential to ensure that your advertising is conducted in an ethical manner, taking into account the Consumer Protection Act (CPA). Under the CPA, you must provide accurate information about your services and ensure that your advertising is not misleading. This includes ensuring that any claims made about the benefits of your services are supported by evidence. Furthermore, you will need to provide clear and transparent information about your fees and any potential limitations of your services. Thirdly, ensure that any testimonials or endorsements used in your advertising are genuine and not misleading. Testimonials must accurately reflect the experiences of the clients who provided them and should not be fabricated or exaggerated.

To ensure that your advertising is not misleading, you can use the following as a guide:

1. **Be honest and transparent:** Ensure that the information provided about your services is accurate, truthful, and not exaggerated. Avoid making any claims or promises that cannot be substantiated.
2. **Use clear and simple language:** Avoid using technical jargon or complex language that may confuse or mislead potential clients. Use clear and simple

language to explain your services and what clients can expect from working with you.

3. **Provide clear and transparent information:** Be upfront about the fees and costs associated with your services. Provide detailed information about what is included in your coaching or mentoring package, as well as any limitations or restrictions that may apply.

4. **Use genuine testimonials:** Use testimonials from real clients who have worked with you and can attest to the quality of your services. Avoid using fake or fabricated testimonials, as this can be misleading and unethical.

5. **Avoid making guarantees:** Avoid making any guarantees or promises about specific results or outcomes that clients can expect from working with you. While you can certainly help clients achieve their goals, there are always factors outside of your control that can affect the outcome.

6. **Be mindful of the perception of discrimination:** Ensure that your advertising is not discriminatory in any way, including on the basis of race, gender, religion, or any other protected characteristic. This includes ensuring that any images or language used in advertising does not perpetuate harmful stereotypes or prejudice.

In summary, as a coach and mentor in South Africa you must ensure that your advertising is conducted in an ethical manner that will enable you to build trust with your clients and most importantly establish a strong reputation for ethical conduct.

Until next month be safe mentally, physically and spiritually.

With Love & Light

Ashnee Naidoo – SEC Chair

SEC@comensa.org.za

SUPERVISION COMMITTEE



Supportive ■ Transformative ■ Qualitative

Our Recent/past Events

In our previous event 'Psychological Safety – keeping clients safe' SPC Chairman Jeremy Clampett shared some useful insight into the safety of clients and tools and techniques we can use to encourage a feeling of psychological safety.

Forthcoming Events

Join us for our next **SPC event** on **Wednesday 3 May at 18:00** when we will explore "Psychological safety - Keeping Coaches and Mentors safe".

Community of Practice (CoP): We will be hosting another Community of Practice online event on 16 May with the aim of building a thriving community of supervisors. All supervisors are invited to join this conversation of sharing and gaining insights.

Did you know that coaching and mentoring supervision is an essential part of any professional coach and mentor development?

It's a safe space where coaches and mentors can reflect on their work and receive feedback and support from a trained supervisor. Coaching/Mentoring supervision can help coaches and mentors develop their skills, enhance their self-awareness, and deepen their understanding of their clients' needs. By participating in supervision, coaches and mentors can ensure they are providing the highest quality service to their clients and staying up-to-date with the latest industry trends and best practices. So if you're a member of our organization, consider incorporating supervision into your professional development plan. It's a valuable investment in yourself and your clients!

RESEARCH

OpenAI as a Business Coach and Mentor

Author: Dr Patrick Ebewo

OpenAI is a cutting-edge artificial intelligence platform with the potential to revolutionise the way businesses operate. It can analyse immense amounts of data and generate insights based on that data, assisting businesses in identifying areas for improvement, developing strategies to address those areas, and making data-driven decisions that lead to improved profitability. OpenAI can analyse market data and provide instantaneous recommendations on pricing strategies, product development, and marketplace trends, allowing businesses to adapt to changing market conditions swiftly and efficiently. As a business coach and mentor, OpenAI may give customised real-time feedback and recommendations based on the business's unique needs and circumstances. It can also evaluate financial data to identify cost-cutting opportunities, such as minimising overhead costs or optimising supply chain management. While OpenAI has many potential business benefits, there are a few shortcomings.

OpenAI is a relatively new technology that can provide significant insights and recommendations for businesses, but it can analyse vast amounts of data and generate insights based on that data; it cannot replace a skilled business coach's and mentor's sophisticated and intuitive grasp of human behaviour and decision-making. Human intuition is vital to coaching since it entails using personal experience, judgment, and empathy to comprehend and solve complicated challenges. Skilled coaches and mentors can apply their intuition to give individualised advice and guidance that considers the business's and its employees' specific needs, a crucial feature of coaching and mentoring that cannot be replicated just by technology yet.

By Dr Patrick Ebewo

Member: COMENSA Research Portfolio Committee

MARKETING COMMITTEE

This year is certainly racing along and hope that you are all keep pace with it. And to keep you going would like to share with you some up coming events to look out for.

New Members Meet & Greet

Marketing, together with MSCS and the Supervision Committee recently hosted an on-line Meet & Greet event with our new members to welcome them to COMENSA. Going forward we will be hosting more of these events so that we can firstly welcome our new members and then also show them what we are all about.

We will also be looking at sending out a general invitation to all our existing members to attend one of these Meet & Greet meetings and encourage you to join this meeting to get to know the team and more about COMENSA.

National Mentorship Movement (NMM) Invitation – Monthly Events

You would have seen in a recent News Flash, that through our MOU with NMM we are fortunate to be invited to their monthly sessions which will be held on every third Thursday (from 17:00 to 18:15 South African time).

These sessions include a line-up of guests who are legendary system-thinking thought-leaders and look forward to welcoming you to a year of exciting learning and conversation.

These are definitely worth registering for if you have not already.



We still have a few openings for coaches at LeaderEx 2023 from 12 – 13 September 2023 at the Sandton Convention Centre.

As a reminder of the event.

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.

There will be over 350 speakers, including top CEOs, entrepreneurs and industry leaders and will attract executives, managers, professionals, high potentials and entrepreneurs.

Each day will have a different focus area, of the days COMENSA is attending :

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

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

We are welcoming back many coaches who took part last year as coaches in our

Coaching Corner and we look forward to working with them again, as well as some new coaches to join the team this year. But **we are still calling on more coaches** to support this very rewarding event for the coaches who do take part.

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

- COMENSA members in good standing
- Have at least five years of experience as a Coach
- 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 30 May 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)

Marketing tip of the month: “Old School” still works

It might be easier to scan a new contacts details directly onto your phone, but how do you remember everyone you meet at an event and how do they remember you? This may sound very old school, especially with technology and AI, but keeping a stash of business cards on you still works very well when attending events and networking. This way that card is a reminder of who you are and what you offer long after the event.

Have a great month

Sally Witherden

CHAPTER CHATTER



COMENSA

WESTERN CAPE

May 2023 WC News

Greetings to everyone from the Western Cape!

As we continue to grow and professionalise the coaching industry in South Africa, an important aspect of that growth is to ensure that we report back to our community and share our development journey as a professional body. We therefore have Annual General Meetings (AGMs), and invite our people to join us in looking back over the last year.

We had our Western Cape AGM on 26 April, and we spent this time reflecting on our growth in the 2022/2023 year – we celebrated where we had accomplished what we set out to do, and we had a fruitful discussion considering what we need to do for the new year. As a member-driven organisation, it is important for COMENSA that we understand what our members need, and so having the space where we engage around these issues in a meaningful way is vital to the work that we do.

At this AGM we thanked Charne Groenmeyer who stepped down from his role as Events Chair for the WC, and Merlinda Abrahams from her role as the WC Deputy Chair. We also welcomed Paul Finnigan into his first term as the Deputy Chair for the WC, and Merlinda Abrahams into her first term as our Membership Secretary. As a Chapter, we want to acknowledge and say thank you to them for their commitment to COMENSA and for contributing toward the advancement of COMENSA.

As a chapter, we are committed to bringing our members value, and so we want to ask you to get in touch – all of the contact details for our volunteers are on the [COMENSA website](#) – and let us know what is working for you, and also importantly, what you need to see that will make this a connected, valuable space for you!

Our next event for the Western Cape will be in July. We are so happy to let you know that it will be a face-to-face event. Keep your eye on your emails for more details and speaker information.

For now, save the date and plan to join us!

DATE: Thursday, 20 July 2023

TIME: 18:30 - 20:00 (PM)

VENUE: TBC

Sending you all best wishes,
Claudio, Teresa, Paul and Merlinda



May 2023 Newsflash – KZN Chapter

“There is nothing permanent except change.” - Heraclitus

Fresh from our Annual General Meeting on 26 April, we bring you change.

We bid farewell to Michelle Strickland (Chair) and Adina De Vries (Deputy Chair) who decided not to stand for re-election. These ladies have served the chapter with great dedication. All the best Michelle and Adina in your future endeavours.

Members unanimously voted for the new Chairperson, Alison Coates and Deputy Chairperson, Rajeshree Dessai. Alison is no stranger to the Chapter having spoken on the topic of emotional intelligence last year and Rajeshree has been Chapter Secretary for the last year. Once again KZN has an all women team.

We thank our Chapter members for taking time out to cast their votes for the new committee members, previous minutes, strategic focus and chairperson's report. Your involvement in the activities of your Chapter is greatly appreciated and we hope that the next year will be a beneficial one for all members under the new leadership chosen by members themselves.

Our AGM was followed by speaker Caryn Conidaris whose topic DARE TO LEAD was based on the work of Brené Brown. We learnt that vulnerability is the core of shame, fear and other negative emotions but also the birthplace for positives emotions such as joy,

love, belonging etc. Vulnerability is thus the very core of human existence.

Save the date for our next event, details of which are below:

- Date: 25 May 2023
- Time: 18h30 (via Zoom)
- Speaker: Dr Bill Price
- Topic: How to create your sustainable and successful integrated coaching/mentoring business - the Neuroscience way.

You are first and foremost a mother before you are a coach, mentor or supervisor. Wishing all mothers at COMENSA a happy and enjoyable mother's day.

Kind regards

Alison Coates (Chair), Rajeshree Dessai (Deputy Chair)



COACHES AND MENTORS OF SOUTH AFRICA: LIMPOPO CHAPTER: 2023

Hello to Limpopo Coaches and Mentors,

POSTPONEMENT OF THE LIMPOPO CHAPTER AGM2023

We are delighted to notify that the Annual General Meeting, (AGM)2023 for the Limpopo Chapter has been postponed to the 9th of May 2023 as follows:

Date: 9/05/2023

Time: 18h30 to 20h00

Virtual

We apologize for the inconvenience that was caused by some technical issues.

The AGM remains one of the strategic communication tools for the members. **We therefore urge ALL our members to Register Vote and Attend the AGM on the day.** It is a necessary process requirement that once members registered and voted, they should also attend the meeting.

The National AGM takes place on the 18th of May 2023 at 18h30 virtually. Members are encouraged to also attend the national AGM to be kept abreast of developments within COMENSA.

Please note that eligibility to vote is that your membership should be in good standing.

Should you have any inquiries on the AGM and eligibility issues please contact us or COMENSA Administrator at lpchair@comensa.org.za or administrator@comensa.org.za

A big thank you to our Limpopo Chapter Committee members, Deputy Chairperson, Limpopo Chapter Secretary, and our Membership Secretary for their incessant support.

LIMPOPO CHAPTER CHAIRPERSON-0836996600
REUBEN RAMMBUDA
COMENSA MASTER COACH 3179



May 2023 NewsFlash: GP

Thanks colleagues for the support at the AGM. Your valuable inputs have been noted and are receiving the necessary attention. We have a strategic engagement session pencilled for the month of May. In this session we will be concretising the deliberations from the AGM and come up with a plan of action for the reporting year ahead.

We urge you, our reliable members to support the new provincial leadership, as you have over the years. Most of the team members are familiar faces. We are more than ready and excited at the prospect to re-connect with you on the envisaged face to face platforms that have been missing in our engagements. The beautiful journey continues.

The month of May reminds us to focus on the Motherland of Afrika. Our theme revolves around the celebration of Afrika Month. As the GP Chapter we are glad to celebrate our coaching and mentoring contributions to the continent in line with the UNESCO Africa month focus week of 24 – 29 May 2023. Let us please pay our part in the research, education and outreach activities in Afrika, pencilled for that period and beyond. Let us also dedicate some time to look back and why things are the way they are in our continent. Let us try to find ways and means of how we could contribute to turns things around for the betterment of Afrika. As coaches and mentors, we have a noble task to support our clients who want to influence the direction we take as a people.

As we approach the National AGM, you are humbly requested to play your meaningful role in making the session most productive and fruitful. It is our COMENSA, we are going to make the necessary influence.

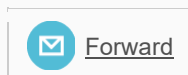
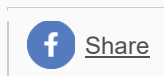
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- *Renew / update your membership;*
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Yours in service: *Mohau Mphomela (in-coming Chairperson), Joyce Baloyi, Motshidisi Letloenyane, Vesper Nkoane and Tsietsi Telite (out going Chair).*

Mokadi Max Mathye,
COMENSA President

Veronica Wantenaar
COMENSA Vice President



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