

COMENSA Newsletter : JULY 2023



NEWSLETTER

Keeping you updated with the
latest COMENSA news and
events

THE ACTING PRESIDENT'S CORNER

We are moving into the last half of the year and it is amazing how time has flown. The cold weather encourages us naturally to draw into ourselves more and to find ways to keep warm and comfortable. That makes it a good time to reflect and to take a lesson from nature. Winter is like a consolidation period where energy is gathered to prepare for the green shoots of spring.

It is a good time to take stock, check out your resources and get ready to move forward with renewed energy.

What are you doing for your own self-development?

As coaches and mentors, we often neglect the fact that we also need to be coached and mentored.

When was the last time you were coached or mentored?

Many people go through coaching/mentoring as part of their training course. Then they stop. Coaching and mentoring is like supervision, a necessary part of our self-care and development. We should not expect our clients to do something that we are not prepared to do ourselves.

You may say that you do not need coaching right now for a specific goal or objective. This may be true, however having a coach as your thinking partner can provide you with a safe space to explore what is going on in your life and where you want to think about making changes, decisions or consider new options.

As Geoff Davis of Conversations puts it:

*“The essence of coaching is being able to be in a relationship with others that generates trust, holds a safe space to explore whatever is on their agenda, asks powerful questions that enable them to generate their own answers so they can create the kind of living that they seek. **In order to do that well, you have to have someone doing that for you so you can create the kind of coaching you want to create.**”*

<https://newfieldnetwork.com/why-coaches-need-a-coach/>

You could consider a peer coaching arrangement or look at starting/joining a peer coaching group. In order to be of service to our clients, we need to be in service for ourselves.

Quote:

A life coach does for the rest of your life what a personal trainer does for your health and fitness.

Elaine Macdonald

Veronica Wantenaar

SUPERVISION COMMITTEE

Be  in Supervision

Supportive ■ Transformative ■ Qualitative

“**Be SAFE in Supervision - Keeping our profession SAFE**”. This event, led by the Supervision Portfolio Committee (SPC) took place on the 22nd June and was hosted by our KZN chapter.

Open to all members countrywide, thirty-two participants attended.

Some comments included; “We have the responsibility to Self-Regulate (... through Supervision)” and “In Supervision; it's not the supervisor looking at our work. Its **US** being given a structured process of reflection to enable us to look at our own work. Are we doing our own

work?"

This, very practical session, with break-out rooms for actual supervision, was very successful, with high feedback scores. One Supervisor even got 11/10 for their time together.

All participants can claim CPD points, vital for credentialing, through the events tab after logging in, go to CPD and "Add New".

Don't miss out! See our forthcoming SPC events:

Watch out for the invitations

1. **Community of Practice (COP):** SPC will be hosting their quarterly **COP on the 25th July, at 11h00**, with the aim of building a thriving community with 10 supervisors in a conversation of reflection, sharing and insight. If you are a trained supervisor, COMENSA registered or not, practising as a supervisor or not, and would like to put your name down for a future COP group to be formed, please send your details by mail to; supervision@comensa.org.za, and you will be contacted.
2. **On-line Limpopo Chapter and Supervision event:** to be held on **Tuesday 8th August at 18h00**, the day before Women's Day. This will be open to all countrywide, with the theme "**Be SAFE in Supervision**". You will have an opportunity to experience real one on one supervision in a break-out room. An online invitation will be sent out, watch for this, register as soon as it comes and then diarise the date and time to make sure you attend and get the CPD points.

Did you know?

COMENSA recommends monthly supervision (group or individual) for all its members.

This regular supervision is regarded as necessary to remain fit for practice, irrespective of hours of coaching or mentoring; to maintain professional development and quality standards of practice. Supervision is compulsory for all credentialed coaches and mentors, and is a requirement for part of the CPD allocation. A minimum of four sessions of supervision are required per annum.

Supervision is part of your responsibility to your client, yourself and your profession. There is more information and a list of registered supervisors on the COMENSA.or.za website; <https://www.comensa.org.za/supervisor/>

RESEARCH

In the past few months, I have been working with many master's and honor's students who are struggling through their writing journey of assignments, research proposals and research reports. I mentioned to one group of students how some marks can be earned for free, for mahala – or at least almost mahala, because there is no such thing as a free lunch, né. In other

words, you do not have to work very hard at certain parts of academic writing. Not like coming up with a research topic, or coding 10 interview transcripts, or finding research participants, or struggling to write one decent paragraph per evening during the write-up phase.

The mahala item I am referring to is the technical editing part of conforming to APA writing style. APA, or American Psychological Association, is a professional organization that developed and maintains the APA style. The APA style is a set of guidelines for writing and formatting academic papers, particularly in the fields of psychology, social sciences, education, and other related disciplines such as coaching and mentoring. It provides rules and recommendations for all the various aspects of academic writing. It includes document formatting, title page layout, headings and sub-headings, citations, references, and much more.

So why should one bother with APA? The answer is embedded in a systemic understanding of education. Academic education is not only about learning new information and gaining knowledge. Earlier this year I told an MBA class that subject knowledge is only half of what they will learn over the two years. The other half includes some of these: building resilience, learning how to solve problems, learning how to think analytically and critically, see the detail and see the big picture at the same time, learning to understand and conform to standards, to write succinctly (and not waffle) (important for report writing), and so much more – perhaps for another newsletter.

Back to APA. APA is about writing in a standardized manner, ensuring consistency and uniformity. This makes reading easy to follow and understand. It provides a structure within which a document is organized. How many times do you sit there with a report, and you do not know where to start? The integrity of your writing is crucial, be it a board report or research report, and proper citation and referencing provides this. By following APA guidelines, you demonstrate your ability to follow standards and conventions, and meet expectations. And of course, if you are writing to get published in an academic journal, following APA increases the likelihood of acceptance.

Applying a writing style such as APA (there are many others) is relatively easy, but it does require attention to detail. Learn the rules for a citation, or the difference between referencing a journal article, a book, or a chapter in a book, and it becomes very easy. Mahala!

For the rules and guidelines, go here: <https://apastyle.apa.org/>

By Jacques Myburgh

Acting chair

COMENSA Research Committee

MARKETING COMMITTEE

The first 6 months of the year have flown past and we are now on our way to Summer and warmer days and lots of great Events - that you as COMENSA members will be invited to and encourage you to attend as many as possible for self-development and to meet likeminded coaches and mentors.

Coming up this month, we have sent out and will be sending out News Flashes for some interesting events and invitations to meet some of our partners such as :

- National Mentorship Movement (NMM) Event on the 6th July 9h00 – 10h30, where you will get to find out more about NMM and hear all about their interesting topic of “Mentors can coach- but can Coaches mentor?”.
- SIOPSA have kindly invited COMENSA members to take part in their “JUBILEE CONFERENCE – Advancing a Digital Workplace Agenda” from 10 – 12 July on-line and 14 July in person.
- We also have some excellent Portfolio Committee and Regional Chapter Events coming up.

We have now hosted two New Members Meet and Greet evenings, where welcomed our new COMENSA members to the community, shared more about COMENSA as well as what we offer including credentialling and supervision. We will be hosting another of these evenings on 2 August from 18h00 – 19h30, and we will be extending the invitation to all our members existing and new and would welcome you to attend. Look out for the News Flash invitation in the next week.

The countdown to LeaderEx 2023 from 12-13 September has started and we thank all the coaches that have offered their services at the COMENSA Coaching Corner. More details will follow closer to the time and hope to see our COMENSA members at this event.

Marketing quote of the month: “The gap between what’s expected and what you deliver is where the magic happens, in business and in life” – Jay Baer

Have a great month.

Sally Witherden
Marketing Chair

PROFESSIONAL CONDUCT COMMITTEE

COMENSA Professional Conduct Committee

Newsletter: June 2023

David Davis - Chairperson

As I write this Newsletter, I have two questions that come to mind, odd being a Coach.

We are actively seeking to add to the Committee and would like to appeal to interested members to contact the Committee and express an interest. This is an opportunity to help build the community and learn at the same time. In terms of time commitments, we do have ongoing investigations and a monthly virtual Committee meeting of 90-minutes. Thus not a significant investment in time.

The first question – are you interested?

The second question I would ask you to consider;

What role do you believe the Professional Conduct Committee could play in your journey towards becoming a more effective and ethical coach?

We have a number of structures within COMENSA, and this question is likely one that could be applied to any structure and one I am considering for my own journey as a fellow coach.

We welcome any comments, thoughts, and of course, potential committee members – please feel free to contact us via pcc@comensa.org.za

MCSC COMMITTEE

MCSC – Membership Criteria & Standards of Competence Committee

Training Opportunity for Training Providers in Need of Upskilling Evaluators

Date: August 11th, 2023

Attention all Training Providers who are still in need of upskilling evaluators!

A crucial training session has been scheduled to take place on August 11th, from 9:00 AM to 1:00 PM. Please note that possession of the required credentials is mandatory for attending this session.

This training event is specifically designed for evaluators operating within Training Providers. It will encompass both coaching and mentoring aspects, providing a comprehensive learning experience for all attendees. For Silver and Gold Training Providers, having 2 contracted evaluators is a requirement in order to become an approved Training Provider with COMENSA, and this training will present a golden opportunity to bring this expertise in-house. Not only will this benefit the Training Providers themselves, but it will also have an enormous positive impact on the future learners they serve.

While the generic component of the training, focusing on coaching and mentoring evaluation, will be conducted together, there will be separate practical sessions tailored to address specific requirements for each.

Please be aware that the training session has limited availability, with only 6 slots remaining. Interested individuals are advised to respond promptly in order to secure their spots.

Furthermore, mark your calendars for the upcoming COMENSA Evaluator course scheduled for October 13th. This course will provide participants with a deeper understanding of the contrasting responsibilities, competencies, and skill sets required for each level of coaching and mentoring evaluation.

If you are eager to advance your knowledge and skills as an evaluator, or as a Training Provider in need of upskilling evaluators, seize this opportunity by booking your spot for the August 11th training session (TP) and the October 13th (COMENSA) Evaluator course. For more details and to secure your participation in either of these courses, please respond quickly by sending an email to mcsc@comensa.org.za.

MCSC Webinars

11 July 2023 @ 18H30-19H30 – Greatness Beyond Measure in Coaching - Is there a role of Spirituality in Coaching? The presenter is Nobuntu Tintelo.

Recently Credentialed Members

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

Lee Griesel – COMENSA Master Coach



My coaching journey began in 2007 when I left the corporate world and pursued my own coaching business. I have been a member of COMENSA since the start of my coaching practice.

My focus has always been to develop my coaching skills and after being certified as a Meta Coach in 2007, I have continued attending the international training every year. This allowed

me to hone my skills and allowed me the opportunity to support new coaches entering the world of coaching.

Credentialing with COMENSA has always been in the back of my mind and when COMENSA introduced the 'registered coach' membership, I took some time to compile all the required docs and submitted them and was recognised as a Registered coach.

The opportunity to become credentialled was something that I always wanted to do but as we know, 'life happens' and before I knew it that intention took a little bit of a back seat.

I was prompted to take the time to focus on getting this done after discussions and encouragement from some of my associates. (Special thanks to Kgobati M).

The journey was really an interesting one as it allowed me to count and recognise just how far I had come in terms of my commitment to personal development. In addition to that it allowed me to reflect on my coaching hours and how many people I have been blessed to support over the many years that I've been fortunate enough to coach.

The final step in the process was meeting with my 2 assessors, Janice and Klasie, who were masterful at building rapport and assisting me to feel right at home as I coached and received feedback. They were really generous in their feedback and shared some valuable insights which will certainly support me in future. I am grateful for the opportunity to meet them and for their time in supporting my journey.

My guidance to any new coaches looking to take this on would be to start tracking your training and coaching hours from the beginning and continue to focus on the behavioural standards at each session so that the indicators become second nature.

With Gratitude and Smiles,

Lee

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. We would love to see your photo and read about your experience of being Credentialed next month. If you need assistance or would like encouragement to become Credentialed, email me at mcsc@comensa.org.za

André Retief

MCSC Chair

mcsc@comensa.org.za

CHAPTER CHATTER



New and Co-Opted Members to strengthen the Chapter

The Chapter had a successful AGM which brought about the rotation of the position of Chairperson of the Chapter. Some of the changes on the Executive Committee was the rotation of the Events and Marketing portfolios. The Chapter would like to thank our former Chairperson Tsietsi Telite for the stellar work he did in leading the chapter during his tenure. The Chapter would also like to thank Vesper Nkoana, the former Events person who ensured that the chapter delivered on the promise of educating our members through relevant and mind shifting events.

The Chapter welcomes the following members that will add to current the Executive Committee members of Mohau Mphomela the Chairperson, Joyce Baloyi the Secretary and Motshidisi Letloenyane who looks after Membership. Mpho Modisaesi has been co-opted in the Secretarial Portfolio and will be working with Joyce Baloyi, Maluke Morobe has been co-opted into the Membership Portfolio working with Motshidisi. COMENSA is based on the spirit of voluntarism that promises to bring positive changes and we would like to thank the co-opted members for putting up their hands for this selfless citizenry attitude.



Mpho Modisaesi



Maluke Morobe

It was previously communicated that Peter Manyaka will be responsible for The Events Portfolio and this has now changed and he has been co-opted to handle the Marketing

Portfolio.

GP Chapter Upcoming Event

The Chapter successfully hosted a Presentation on Financial Anxiety by Hendrik Crafford where he shared brilliant nuggets on what causes financial anxiety and how to empower ourselves to be able to assist our clients. After receiving positive feedback and additional enquires about the topic, Hendrik promised to grace us with his presence yet again at a date to be announced by the Chapter.

We are also excited to announce that the Chapter will be hosting another event this month by our own chairman Mohau Mphomela. Please log onto the COMENSA website under the Events Tab to register for this exciting presentation and read more about this exciting and knowledgeable individual.

Topic : How does your coaching business survive & thrive during turbulent times?

Date : Thursday 27 July 2023

Venue : LIVE Zoom Webinar

Time : 18h00 - 19h30 SAST

The Chapter will also host an online session on the **13th of July 2023**, from 18:00 to 19:00 inviting all the Gauteng COMENSA members who joined COMENSA at the beginning of the year for a **Short Induction** and to meet and greet the committee members and the chair.



July 2023 WC News

Greetings to everyone from the Western Cape!

We have officially entered the second half of the year, and winter is truly upon us! And while we have experienced a lot of rain in the Western Cape over the last month, the warmth of community, as the warmth of a blanket is always welcome!

Over the last few years, our events have been online. In July the Western Cape Chapter are delighted to extend an invitation to you to attend a face-to-face event where you can come and network with likeminded coaches and mentors. Our two speakers, Sindiswa Calana & Cecil Murray will be speaking on the topic, "Coaching Teams as a Coaching Team – A Systems Inspired Perspective".

As coaches, we sometimes find ourselves coaching the challenging complexity of teams. If this is you, or you'd simply like to learn about this topic, do plan to join us!

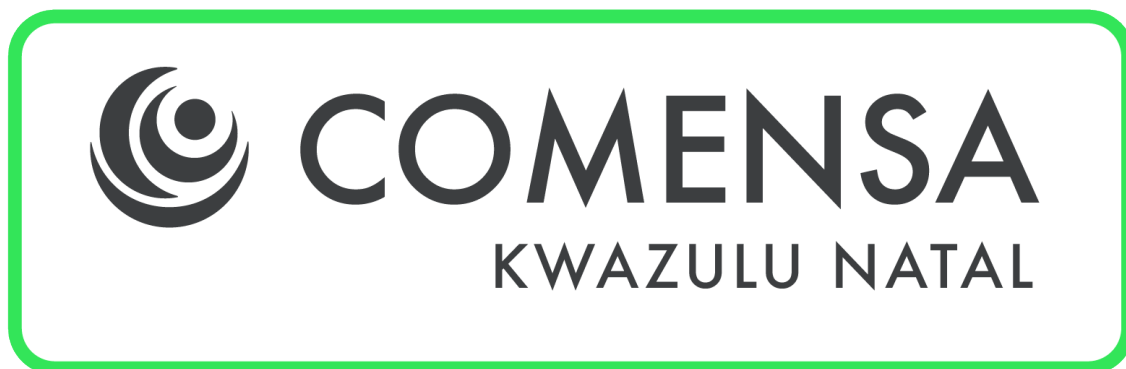
Keep your eye on your emails for more details and speaker information, and for now, save the date.

DATE : Thursday 20 July 2023

TIME : 18h00

VENUE: Century City Clubhouse, Park Lane, Intaka Island, Century City <https://goo.gl/maps/1YbmVArNyLx>

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



July 2023 Newsflash – KZN Chapter

In what seems a like a flash half a year has gone!

We are looking forward to welcoming visitors to our province for the school holidays and (hopefully) waiting for the first snowfall in the province. Such excitement when young and old arrive from all corners of the province to see and play in the snow. Something so simple can bring so much joy, reminding us that we need to be truly grateful for the simple things in life.

In June the province hosted the COMENSA Supervision Committee. Our Chapter Chair, Alison Coates, welcomed everyone and reminded all attendees of the importance of sharing COMENSA experiences with colleagues / peers who might also be interested in joining.

Dominique Nass, from the Supervision Committee then invited Belinda Davies to introduce the topic for the night. Belinda provided a comprehensive explanation of the importance of supervision before members were placed into one of six breakout rooms for a 40- minute session with recognised and experience supervisors.

In the report back plenary members reflected positively on their experience within their groups. Credentialed coaches were reminded it is mandatory to attend supervision a minimum of four times per year. Those who were new to supervision were encouraged to do so as a tool to

ensure that they performed to a high standard of practice that would be in the best interest of the client.

It is great to see that online events are well attended and we in KZN would like to thank all members that take time out to attend our events.

There is no online event in KZN for July, which gives members the opportunity to join other chapter events.

On 18th July, we celebrate Nelson Mandela International day. As coaches, mentors and supervisors we should honour his legacy and values by volunteering our services.

Mindful reflections

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

