

COMENSA Newsletter : OCTOBER 2023



NEWSLETTER

Keeping you updated with the
latest COMENSA news and
events

PRESIDENT'S CORNER

September! Well-known as the Spring Month (and The Beginning of A New Season) amongst the South African Nation, but yet it snowed in the Northern Cape and some other parts of our country. Putting the scientific explanation aside, such a Paradox in Nature could very well be the Landscape that our lives as Coaches and Mentors of South Africa require of us to Navigate for our clients ... Sometimes the Choice to be made is not Either/Or, but Both.



On Monday, the 18th of September 2023, we held our long-awaited Special General Meeting (SGM), in order to address the vacant role of the National President with the appointment of a suitable candidate, as well as Retiring Board Members and Opportunities for 5 x Nominees to be Appointed to the Board.

I was indeed humbled and honored by the confidence bestowed on me by you, the Members, in my Nomination and Appointment as the National President of COMENSA with immediate effect. This is not a task or responsibility I take very lightly. I am aware of the challenges and opportunities that will be faced on this journey, and I will need every one of you to overcome those challenges and to capitalize on those opportunities ahead of us. For this, I would like to borrow from Martin Luther King Jnr's words when he said, "The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenges and controversy."

As leaders, it is not about us, but it is about the differences we would like to make when we are put into positions of leadership to serve. Hence Mahatma Gandhi once said. "The best way to find yourself is to lose yourself in the service of others and be the change you wish to see in the world."

As I was catching my breath after such news, I was immediately tasked with my first Board Meeting that takes place on Thursday, 21 September 2023. This is the start of conversations that pave a way forward on how we would like to take this wonderful and beautiful organization of ours to greater heights. To make it a home where all Coaches, Mentors and Supervisors of South Africa and beyond would love to belong to. This task will certainly be like an elephant, but we will have to pick our spot and bite it chunk by chunk, to overcome it. The board will therefore meet to define its legacy – what is that it would like to be known and remembered for, at the end of its term.

As the incoming directors, I would like to say that "Together we can achieve more – let our diversity be our strength not our weakness."

Let me also take this opportunity to thank our predecessors for the foundation they laid for us. They are the pillar in which this organization stand. We thank them for their selflessness and for their contribution over the years.

I Reflect on the September Activities signifying one of our busiest months in our Offerings to our Members. In particular, I would be remiss if I did not mention the Leaderex event, where the COMENSA stand stood out amongst the rest with its bright, beautiful green colors, with its coaches selflessly sharing their craft and forte with those earning to know about what we do as coaches and mentors. The conference was once again a success based on the number of attendees and the long ques for registration bear testimony to that. Once again, all leaders from all walks of life of our country descended to this biggest annual convention of leadership in pride. COMENSA team and its coaches and mentors made us proud. Surely, this continues to be an event not to be missed by us as COMENSA to highlight what we are for and what we are about. To the COMENSA team, coaches, and mentors, we thank you for your support and dedication.

We are heading towards October month, "declared Mental Health Awareness month with the objective of not only educating the public about mental health but also to reduce the stigma and discrimination that people with mental illness are often subjected to." ... The 10th of October, in particular, is World Mental Health Day.

We should then remember that as much as we want our clients and organization to thrive, we should want the same for ourselves as individuals. With that being said, I urge the newly appointed board members to take care of themselves, mostly their mental health. As leaders, we deal with a lot and we are often under pressure to achieve what we have set for ourselves and the organizations which we lead, this may lead to poor mental health care, and we can easily find ourselves in a mental state that could have been avoided. Let us talk to one another, support one another, and take care of one another. Let us coach and mentor ourselves as we would others. And lastly, let us remember to relax, most especially when we feel like we do not have time to relax.

VICE PRESIDENT

September saw a lot of changes in COMENSA bringing in the new Board members and saying farewell to members who have served our community over the last few years in a variety of capacities. We are grateful to Mokadi Max Mathye our past president, Andre Retief the Chair of Membership Criteria and Standards of Competence and Jeremy Clampett the Chair of Supervision.

With change comes challenges and opportunities. Expect our new board to go through the settling in process, getting to share our strengths and finding ways to make the sum of the whole greater than the individual parts. What you can also expect is that you will see new energy and commitment as we go forward into 2024.

What we would like is to see the same energy coming from within COMENSA, creating succession planning for our future office bearers and leaders. The organisation belongs to all of us and it needs all of us to bring our gifts.

The famous American saying attributed to John F Kennedy is:

"Ask not what your country can do for you, ask what you can do for your country."

I am now asking the question:

Ask not what COMENSA can do for you, ask what you can do for COMENSA.

The future is yours you can create it, or you can criticise it! **The choice is yours.**

Veronica Wantenaar

MCSC COMMITTEE

MCSC – Membership Criteria & Standards of Competence Committee

Dear Members and Esteemed Board of the MCSC,

I am deeply honoured and humbled to be elected as the new Chair of the MCSC Committee. I want to express my heartfelt gratitude for entrusting me with this important responsibility. It is with great excitement and dedication that I step into this role, and I look forward to serving COMENSA to the best of my abilities.

Before I embark on this journey, I must take a moment to acknowledge the incredible leadership of our outgoing Chair, Andre Retief. Andre has been an outstanding supporter and leader for COMENSA as the MCSC Chair. His dedication, vision, and unwavering commitment have set a high standard for us to follow. I am truly grateful for his guidance and the strong foundation he has laid for MCSC.

As I assume the role of Chair, I want to assure you all that I am deeply passionate about the coaching and mentoring industry. I believe in the power of mentorship and coaching to transform lives, businesses, and communities. It is my sincere desire to contribute significantly to the MCSC committee and to work collaboratively with all our members and committees to advance our mission.

In the coming months, I envision a future where COMENSA continues to be a beacon of excellence, innovation, and inclusivity in the world of mentoring and coaching. I am committed to fostering an environment where ideas can flourish, resources can be optimised, and the impact of our Professional Body can be magnified.

There is a motivational quote that has always resonated with me, and I believe it perfectly encapsulates the spirit with which we must move forward:

"The only limit to our realization of tomorrow will be our doubts of today."

— Franklin D. Roosevelt

With gratitude and enthusiasm,

Yolandi Dercksen

MCSC Chair

mcsc@comensa.org.za

MCSC Webinars

Please join the next MCSC webinar to learn more about Supervision as a Coach.

26 October 2023 @ 09:00 – 1:00

Topics: Whatever the question, Supervision is always the answer!

presented by Jo Searle.

Recently Credentialed Members

Congratulations to our newly Credentialed Members during the month of September'23.

Paul Finnigan: COMENSA Credentialed Coach



I have been actively engaged in coaching and mentoring for the past twenty-five, and while I possess certificates from numerous coaching courses, I realized the importance of elevating my expertise to enhance my credibility among both clients and fellow coaches and, additionally, I sought to make a more substantial contribution to my profession.

As I embarked on my credentialing journey, this endeavour felt somewhat daunting, but by breaking down the process into bite-sized chunks and devising a clear plan, I found it easier to chart my progress.

I am immensely grateful for the invaluable guidance and insights I received from various individuals within COMENSA, who generously shared their expertise. Both my evaluators were consummate professionals and their support and assistance helped me navigate the

process with confidence, culminating in my successful achievement of becoming a COMENSA Credentialed Coach.

Reflecting on this journey, my overall coaching process has been positively affected, particularly in my contracting phase, subsequently accelerating the probing, ideation, and action phases, greatly benefiting both my clients and my own effectiveness as a coach.

Through attentive listening and thoughtful questions, we open the windows to endless opportunities for learning and growth in the coaching journey.

Dr Cindé Greyling: COMENSA Credentialed Coach



2 Reasons to become a credentialed coach

If a business (or individual) is going to spend money on coaching, they rightly expect a return on investment. Achieving a set outcome may be a gamble, but betting on a credentialed coach increases the odds – by far. That is reason number one: it makes business sense.

Credentialing is not a giveaway, and it shouldn't be. The rigour of the process gives weight to it. But it was one of the most pleasant professional experiences that I've had. The administration was clear, and the evaluators ensured a high-level learning experience. This is the second reason: it is enriching.

COMENSA is a safe, supportive, and uplifting space. I felt respected and welcomed throughout the entire credentialing process. It not only increased my self-confidence, but I secured opportunities that would not have been possible without being a COMENSA credentialed coach.

If you consider becoming credentialed, please proceed and thank me later!

Hlonela Lupuwana-Pemba – COMENSA Credentialed Coach

Ncediwe Qomoyi – COMENSA Credentialed Coach

Judy Peter – COMENSA Credentialed Coach

Nayeema Bray – COMENSA Credentialed Coach

Hlengiwe Nzama-Mqoke – COMENSA Credentialed Coach

Rene Williams – COMENSA Credentialed Coach

Dellicia De Vos – COMENSA Credentialed Coach

Tasmeera Singh – COMENSA Credentialed Coach

Mercia Bosman – COMENSA Credentialed Coach

Mvuyisi Sigila – COMENSA Credentialed Coach

Naseema Shaik – COMENSA Credentialed Coach

Nyaniso Zonke – COMENSA Credentialed Coach

Letsebelo Telane – COMENSA Credentialed Coach

Petro Coreejas-Brink – COMENSA Credentialed Coach

Shameema Raja – COMENSA Credentialed Coach

Shahieda Hendricks – COMENSA Senior Coach

Renewals of credentialing:

Congratulations to our coaches who renewed their credentialing in the month of September'23:

Jeremy Clampett – COMENSA Master Coach

Graham Kiggan – COMENSA Master Coach

Colleen Jack – COMENSA Master Coach

When are you getting credentialed? Credentialing serves as a means to establish credibility, demonstrate expertise, ensure competence, and open up various opportunities for career growth. It benefits both individuals and the Coaching & Mentoring industries by promoting professionalism, quality, and accountability.

If you need assistance or would like encouragement to become Credentialed, email me at mcsc@comensa.org.za

Yolandi Dercksen

MCSC Chair

mcsc@comensa.org.za

SUPERVISION COMMITTEE

Be in Supervision

Supportive ■ Transformative ■ Qualitative

Our Recent/past Event

On Tuesday 19 September, the Western Cape Chapter, supported by the Supervision Portfolio Committee, hosted the event: **The Role of Coaching in maintaining workplace discipline**. Bruno Bruniquel shared his view regarding the role coaching can play in organisations to create a positive organisational climate whereby employees are self-disciplined and motivated. The Supervision Portfolio Committee supported the event by having coach supervisors host discussions in breakout rooms.

Forthcoming Events

1. Join us for our next, and final supervision experience for this year, hosted by the Gauteng Chapter and supported by the Supervision Portfolio Committee on **10 October 2023 from 18h00-19h30**, when we will explore: **Why is coaching supervision a necessity and a requirement for the well-being and growth and development of coaches and mentors?** After a short presentation, you will get an opportunity to ask your questions and experience supervision with a qualified supervisor in the breakout rooms.
2. Community of Practice (CoP) for supervisors. We have created a Community of Practice who meet quarterly with the aim of building a thriving community of supervisors. If you would like to join another Supervisors Community of Practice, all trained supervisors, COMENSA registered or not, are invited to join this conversation of sharing and gaining insights. Please email Kirti on kirti@lightsanctuary.co.za and she will set up the next meeting as soon as she has a viable group of committed supervisors.

And, did you know that you can still receive value from supervision if you are not coaching or supervising much, you are a new coach or mentor or still a student?

Coach supervision provides a safe learning space offering support for you as person, learning for you <http://kirti@lightsanctuary.co.za> as a coach or mentor and accountability for you as a professional, and is part of your responsibility to your clients, 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

Navigating the Online Coaching Revolution

In a pre-COVID world, my coaching practice centered primarily on in-person coaching, with just a few online clients. Thus, when the pandemic struck, uncertainty loomed, since both my coaching clients and I were novices with online coaching. But swiftly the digital revolution, catapulted online platforms such as Microsoft Teams, Google Meet, Skype, and Zoom to the forefront of our coaching landscape.

Online coaching, however, presents its own set of distinct issues as compared to in-person coaching. But fear not when research is near. Enter Meyer, H.'s (2023) paper, "What is the Best Practice in Online Coaching," which sheds light on critical elements for online coaches. Among the critical contractual issues she highlights, for example, is what happens if a session abruptly disconnects. Do you have a plan B? Does your client want to see your face? What kind of screen backdrop—real, blurred, or virtual—works best in a coaching environment? And, of course, the fundamentals: fast internet, superb lighting, great sound quality, and a distraction-free environment.

Meyer also delves further into the complexity of online coaching strategies. In-person coaching silence, for example, is not the same as online silence. Furthermore, the research emphasizes the heightened attention required by coaches when they can only see or hear their client's face or voice, relying on these clues to guide generative coaching conversations. Meyer's article is a must-read! It offers vital insights and best practices for navigating the ever-evolving landscape of coaching in the digital age.

Meyer, H. (2023) 'What is Best Practice in Online Coaching?', *International Journal of Evidence Based Coaching and Mentoring*, (S17), pp.77-90. DOI: [10.24384/srgt-nk21](https://doi.org/10.24384/srgt-nk21) (Accessed: 3 October 2023).

<https://radar.brookes.ac.uk/radar/items/d2928325-c2a6-40df-97de-2714d162f74e/1/>

**By Rosieda Shabodien,
COMENSA Research Committee Member**

MARKETING COMMITTEE

The logo for LeaderEx, featuring the word "LEADEREX" in a bold, red, sans-serif font. The letters are slightly shadowed, giving it a 3D appearance.

The one word that comes to mind, first and foremost when I think of this year's very successful and rewarding LeaderEx is - **GRATITUDE.**

Gratitude for the 22 wonderful COMENSA coaches, many of them coming back from previous years at LeaderEx. Who gave up two days of their busy schedules to come and share their coaching gifts with the participants of the LeaderEx 2023. For travelling from other regions to

represent COMENSA and what we are all about, for filling in gaps instead of taking breaks – when they just wanted to be there to coach!

These coaches managed to coach over 300 LeaderEx attendees, during the 30 minutes slots, from 9am to our last booking at 15h30 over the two-day period. Although there were some quiet times earlier in the day, in the afternoon and particularly towards the end of the day we would see people queuing to see if they could get a slot. With many of the people who experienced the coaching sessions being so grateful for their 30 minutes and saying how just that small time with the coach had been appreciated and changed their way of thinking already.

Gratitude for the staff who manned the COMENSA Expo stand & Coaching Corner – Andre, Yolandi, Tamara, Nivi, Livashni, Mandla and our new COO Reshmili. Talking to hundreds of attendees and sharing information on COMENSA, resulting in over 100 leads for membership, credentialing, wanting to find a coach or mentor - to many other general enquiries.

Thank you also to the many COMENSA members who visited us at our stands and showed their support, it was great to meet you all in person.

So - as with everything, the excitement is over for another year, but the experience will live on in our memories and hearts. I think I can say for all of us that we learned more about ourselves, about other people and we were able to give more unconditionally and proudly represent COMENSA as the professional body for coaches and mentors in South Africa.

Gallery from LeaderEx stands - the COMENSA Team and Coaches



Marketing quote of the month: "Appreciation is a wonderful thing. It makes what is excellent in others belong to us as well." - Voltaire

Have a great month.

Sally Witherden
Marketing Chair

PROFESSIONAL CONDUCT PORTFOLIO COMMITTEE

COMENSA Professional Conduct Committee

Newsletter: October 2023

Ilana Steyn

Professional Conduct Investigation holds significant importance within coaching, as it forms the foundation for facilitating significant progress, growth and development.

It entails a comprehensive process of understanding the unique situation, pinpointing obstacles, and crafting tailored solutions. However, it's crucial to emphasize that conducting a high-quality investigation is not a swift activity. It necessitates a deliberate investment of time and meticulous attention.

One of the barriers faced is inefficient resources (calendars to meet up; availability & various viewpoints) – it takes time to gather the facts and compile it in a fair and unbiased manner. With reporting we always strive to be well articulated and precise, thereby ensuring the necessary outcome or corrective action to be taken.

Quality is essential to satisfy all parties and make sure the necessary impact is achieved in the long run. The benefit of thorough investigations provides a solid foundation for informed decision-making, problem-solving and continuous improvement. It helps to develop more effective strategies or solutions. In future we wish to address some of the other common barriers e.g. language & cultural diversity to create awareness, and effective communication thus circumventing misunderstanding where possible.

We have room for one more volunteer on our committee. Should you wish to join please do not hesitate to contact us at the following email address: pcc@comensa.org.za

SOCIAL AND ETHICS COMMITTEE



The Social and Ethics committee lost a cherished member (**Bongji Ndimande**) who passed away on 27 July 2023. Her presence and dedication significantly enriched our Committee. Her unwavering energy and commitment to ethical values and transformation set a remarkable example, leaving a lasting legacy that will continue to inspire us. Her presence and the joy she brought to our meetings will be greatly missed.

As my time as the head of the Social and Ethics Committee comes to an end, I find myself looking back at what we aimed to achieve and feeling grateful for the journey. Our committee was created with a simple but important goal: to make sure COMENSA acts responsibly and sticks to a strong moral code. We wanted to face the tricky ethical and moral questions that come up in our industry and make a positive difference in the communities we serve.

We aimed to navigate the ethical dilemmas inherent in the coaching and mentoring landscape whilst providing a guiding and supporting role to the Board. Our committee members, both past and present, are the real heroes who worked with me to ensure we kept COMENSA's moral heartbeat strong. The time, effort, and expertise they have dedicated to ensure we achieved our goal has been inspirational.

Now, as I prepare to hand over the reins to our new Chairperson - Mr. Hudson Maila, I am filled with hope and excitement for the future. The new Chairperson brings a fresh set of eyes and a new energy that promises to take our committee's work to the next level. I am confident that under his leadership, the committee will continue to uphold the high ethical standards we have set and will keep working towards creating a better society.

I look forward to a new venture as I take on the role of the Chair of the People, Culture and Disciplinary Committee.

With Love & Light

Ashnee Naidoo

AUDIT, RISK AND FINANCE COMMITTEE

Where There Is No Will, There Is? ...Hold That Thought

If you have not been hiding under a rock, you probably have heard or read somewhere that September is wills month. By now we have established that creating a will is an important element of estate planning and why. But is the process of creating a will as simple as ABC?

Yes, writing a will can be as simple as ABC if you know what makes up a legally valid will. Simple wills are far less common than complex wills. However, if you only have a few assets and a small family to reward, a simple will may be sufficient for you. If you have a large estate and many people are being awarded from your estate, a complex will may be sufficient for you.

Larger estates may make the process of will formation daunting. This is why you may need to consult an attorney who specialises in estate planning to ensure that your will is legally valid and comprehensive. Whilst it is common and good to consult with an attorney, many people forget to consult with financial professionals such as accountants. Let us now explore the pros of having to include an accountant in your estate planning to help you decide which options are best for you.

Failure to examine the financial implications of your will might have serious ramifications for both your estate and your beneficiaries. Some of the financial aspects that accountants can assist with are as follows:

- If your beneficiaries receive assets with high capital gains or income tax liabilities, they may face unanticipated tax repercussions. Tax planning can assist to reduce these burdens.
- Failing to establish your estate with asset protection in mind may expose your assets to creditors or legal claims. Proper planning can assist in protecting your assets from such threats.
- If your estate does not have enough liquid assets to cover debts, taxes, and bills, your heirs may be forced to sell valued assets, such as family homes or companies, for below-market prices.
- Without a lifetime gifting strategy, you may miss out on opportunities to give assets to loved ones in a tax-efficient way. Gifting can assist in lowering your taxed estate while also benefiting your beneficiaries.

In conclusion, accountants provide tax planning and financial management expertise to the estate planning process. Their involvement can help ensure that your estate plan is tax-effective, lawful, and in line with your financial goals. It does not matter the size of your estate, a full and effective estate plan typically necessitates collaboration between accountants and estate planning attorneys.

Love your loved ones even after you're gone by writing a will that mitigates all types of risk because where there is no will, there is mostly no peace.

CHAPTER CHATTER



COMENSA

GAUTENG

It is Mental Health Awareness month in South Africa and one of our many tasks as coaches is to help people develop skills to guide them towards overcoming obstacles they may be facing. This is one of the reason that as the GP chapter we are excited to be partnering with the Supervision committee in our event on the 10th of this month in the effort of empowering our colleagues with the confidence of assisting their clients.

We would like to thank the COMENSA Board and executives for continuously seeking opportunities to empower coaches through events and conferences. One of these is the LeaderEX conference which was held at the Sandton Convention Centre on the 12th and 13th September. Motshidisi Letloenyane one of committee members, was one of the coaches at the event. We would also like to acknowledge all COMENSA members that attended the event

Changes In The Chapter

We also pleased that as a chapter we have bolstered the board and executive of COMENSA through the appointments of two of our members to the board. This is through the successful appointment of Joyce Baloyi as a board member and our former chairperson Mohau Mphomela being elected as the National President of COMENSA. Joyce spent more than two in the chapter and has contributed tremendously to the success of the chapter including guiding the new members around the required protocols to strengthen the committee. Her years of experience in HR and her active membership in SIOPSAS which collaborates with COMENSA on many initiatives, has ensured that the chapter is empowered on matters relating to insights around mental wellness.

Mohau has years of experience in governance and executive leadership and this has brought valuable insights in coaching which has helped to guide the chapter towards maintaining a professional service to COMENSA. The chapter wishes Joyce and Mohau all the best in their journey and we stand proud as a chapter to have them as part of National. We will miss their positive input and guidance.

Due to these movements, the chapter is in the process of electing a permanent chair and we would like to thank Peter Manyaka the current deputy chair for holding the fort as the acting chairperson.

Events

The chapter will be hosting a joint event with the Supervision Committee and our former

chairperson Mohau Mphomela will be the one hosting the event.

Topic: Why is Coaching Supervision a necessity and a requirement for the wellbeing and growth as well as development of Coaches

Date: Tuesday, 10th October 2023

Venue: LIVE Zoom Webinar

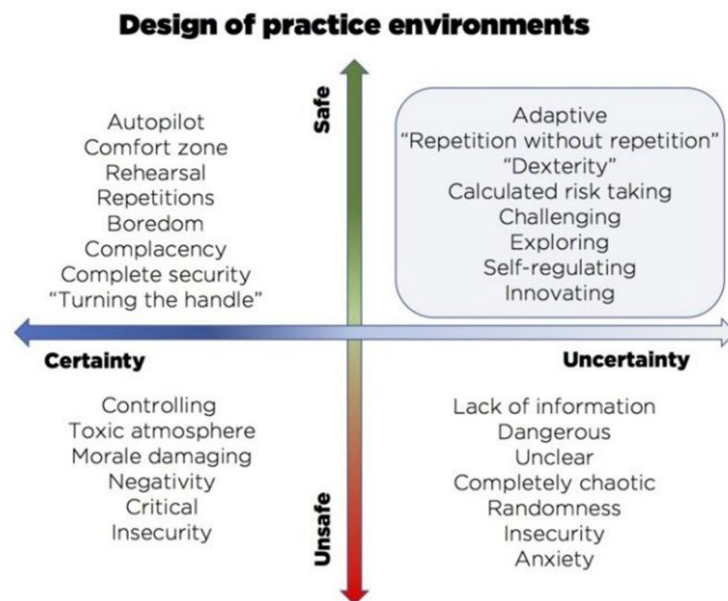
Time: 18h00 - 19h30 SAST



October 2023 WC News

In October 2023, much of the world is taken up by Rugby World Cup, with most South Africans having high hopes for our Springboks!

Dan Cottrell, a highly experienced rugby coach, draws on the work of Richard Shuttleworth and Professor Keith Davids to suggest that rugby players, and *we'd* like to suggest any individual, thrives in an environment of 'safe uncertainty' where they are able to grow through adapting, discovering/exploring, taking calculated risk, and innovating.



Considering the uncertain times we live in, what a great little model to use, enabling our clients to see their/their team's potential for growth as they navigate life in a challenging, VUCA world.

Our next WC event will be taking place in November. Keep your eye on your emails for event details and speaker information, and please do join us!

Finally, we would love to hear from you – do you have any feedback, questions, concerns? Why not get in touch and let us know your thoughts? You can find email our addresses on the [COMENSA About US](#) page.

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



October 2023: Newsflash – KZN Chapter

"In October any wonderful unexpected thing might be possible." — Elizabeth George Speare, *The Witch of Blackbird Pond*.

As long as there is time, wonderful and unexpected things can happen whether its October or not so never give up.

There was no on-line event for September 2023 in KZN but the Chapter committee worked on finalising the calendar for 2024 in conjunction with Comensa's Marketing committee to ensure alignment across all the provinces for all Comensa events in 2024.

Please join us on 26th October at 18h30 for our final on-line event for 2023:

Topic: mBIT – multiple Brain Integration Techniques – an exciting frontier in neuroscience and coaching

Speaker: Yolandi Dercksen

Time: 18h30

Dear members, we look forward to extending the opportunity by inviting new / established coaches not yet COMENSA members to our events. If you would like to invite a colleague / client who is interested in joining COMENSA to the KZN October meeting, please contact Alison Coates. kznchair@comensa.org.za

We look forward seeing you at this event so keep an eye on your inbox for the registration link.

Mindful reflections

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

Veronica Wantenaar
COMENSA Acting President

