

FESTIVAL OF LEARNING – TALK OVERVIEWS – COACHING

CAPE TOWN – 25th May – Short Talk Evening

1)

Conversations that Count

(Graham Williams)

In an age where digital monologues, selfies and superficial chats are the norm, the power of conversation is waning. Disconnected in our connected world, text, email and social media exchanges are hardly interactive, let alone conversational.

TV, live-streamed and public-event 'conversations', from political debates to discussion groups, tend to be immature, combative and divisive because there is something to 'win', the audience are passive listeners, and there is an 'entertainment value' to be optimised.

Scientist and philosopher David Bohm (On Dialogue) points out "... *Communication is breaking down everywhere, on an unparalleled scale ... Different groups ... are not actually able to listen to each other ... the consequent sense of frustration inclines people ever further toward aggression and violence, rather than toward mutual understanding and trust*".

In the office, conversations avoided, like elephants, don't go away. They form disturbing undercurrents that detract from relationships and performance.

A robust and safe process that works to the benefit of the organisation, its culture and its members is:

- A confidential and easy- to-participate array of on-line surveys and expert interpretation address key topics
- Opinion pieces, reflections and exercises allowing for a deep dive into the topics
- With this knowledge and preparation constructive, open and confidential group conversations are conducted using anecdote circle technology as a safe container to surface valuable information and feelings (beyond the 'edges' of what they would previously have explored)
- Purposeful, owned action results – including training and coaching.

Attendees are given detailed information on the process together with findings and experiences to date.

BIO

From Cape Town, Graham Williams, Hons B. Com, B.A, CMC is a certified management consultant with the IMCSA, executive master coach (an Associate of Change Partners), organisation development practitioner, thought provoker, facilitator, speaker and author of several business books. He has worked in over 40 countries, in many sectors – private and public.

Graham's purpose is to bring healing and wholeness to organisations and their members. He focuses on the use of story as a critical contributor to successful business interventions, specialises in inculcating character virtues and a sustainability mind-set as essential components of corporate culture, and in building resilience to change. He loves sharing and leaving a "D.I.Y" capacity with his clients.

www.haloandnoose.com / grahamwilliams@change.co.za

2)

Stories of Hope in our South African Education

(Nicky Bush)

We are living in challenging ever changing times. A beautiful and powerful quote from Nelson Mandela "*Education is the most powerful weapon which you can use to change the world*" is the foundation of the coaching work I am involved in. Working as a coach in the education environment has given me the opportunity to feel like I can make a meaningful and important contribution into our South African education system. Partners for Possibility is an leadership programme which focuses on improving education in South Africa. Principals of under resourced schools are partnered with leaders in business for a one year leadership programme.

I will discuss my role as a facilitator and coach in this process and the privilege of working with 16 different schools in areas all over Cape Town. I will share the incredible success stories that we celebrate and the heartache and challenges that the hold. With each and every school, principal and business partner, I feel like I learn something completely new and am never ceased to be amazed, devastated and inspired. This journey comes with many challenges, many surprises and so many stories of hope bringing different communities together in a powerful way and making a direct impact on schools, learners, families and communities.

BIO

CAPE TOWN – 26th May – 1 Hour Talks

1)

Title: In the Journey of Race and Racism: What is White Work and What is Black Work? (Althea Banda-Hansmann & Trisha Lord)

This workshop creates a space of safety and discomfort for participants to have a conversation about how race and racism impacts our lives and relationships. Participants will:

- explore their own journey and patterns of behaviour in regard to race and racism;
- examine their respective white work or black work necessary to heal from racism and build healthy relationships with themselves and across race; and will
- begin to understand how racism operates in ourselves and in the world.

This session is designed for group interaction in thinking pairs, open discussion, rounds and input from the facilitators.

BIO

Althea Banda–Hansmann

One of the aspects that I value about myself and my group identities is that I can't be and I am not just one thing -- I am a Mixture. I come from many and my work is for many. I was born in the height of Apartheid. This shaped my orientation and commitment to transformation in the self, in organisations and society. It formed my interest in the expression of individual uniqueness and the connection between human beings and communities– locally and globally. My vocation as a coach, facilitator and consultant, especially as a race and diversity facilitator is centred in birthing the self, the organisations and the society we desire. I am a certified Time To Think Coach, Facilitator and Consultant and hold a BA Hons equivalent qualification from Occidental College, Los Angeles. I am trained in grief and bereavement and have facilitated over close to 100 diversity workshops in South Africa. Working at SACAP as a Supervisor and Educator enriches students and me with continuous learning in the craft of

coaching. My husband Jürgen and I are married for 18 years in an inter-racial, cross-cultural and opposite-gendered relationship, amongst other diversities between us.

Trisha Lord

I was born white, to an Irish-Anglo cross-cultural marriage, in 1961 in Uganda, before it became independent from British Colonial Rule. Throughout my childhood, the idea of 'home', in the only home I had ever known, my parents constantly reminded me to not fall for thinking that I belonged where my 'home' was. In fact "going home, on leave (from what?) was the name given to our once-every-2-year-"home"-leave, where we went to visit my parent's family and friends in Ireland and England.

Kampala, even though it was where I had been born, and lived, had all my core relationships in, and belonged to, was NOT home! Therein, I believe, the roots of an inevitable and unavoidable confusion, which continues to propel me, despite what Althea would accurately name my "inertia", to seek out and confront what it means to be white in the story of race. What does it mean to be a "White African"? Is there really any such thing? What does it mean to wake up white in the story of race?

Together, Althea and Trisha are committed, through the Thinking Environment™ principles and practices, to create a safe, accurately informed settings in which black and white people can build relationships with one another across race.

2)

How Our Everyday, Ordinary and Extraordinary Lives are Opportunities for Practice and Development

(Abby Malan)

What is practice and what is all the hype around it? Is practice something that we all need to be doing? Are you already doing it? Is life in itself already a practice and is this enough? How can I possibly find time for practices such as yoga, meditation, Tai chi and switching off my mobile phone?

In this presentation we will explore together this concept of practice and look at what we can learn from our own everyday ordinary and extraordinary lives. Through discussion, poetry and self reflection we'll look at why we practice and why we don't; the capacities that we build and strengthen everyday in our ordinary-extraordinary lives often without knowing it; and the kinds of practices that we'd like to be in. As a gift to ourselves and as a new way forward, we'll each identify and close with a practice that has been calling to us.

BIO

As a Certified Integral Master Coach™, I draw from a rich tapestry of methodologies to develop a customized approach for each unique client. With formal qualifications in psychology, mental health, yoga and business I have, over the past 17 years, focused my professional development in Coaching and Leadership and have studied with both Integral Coaching Canada and the Tavistock Consultancy in the UK. My preference is to coach individuals in leadership roles who are at a point in their career and personal life where they are asking questions of themselves that can be deeply explored in a coaching relationship. I am inspired by the growth and change I facilitate in individuals and my clients respect me for creating a safe and open space that enables them to achieve outcomes that deeply matter.

3)

Recovering racists in a Thinking Environment? Early postcards from a journey (George Swingler)

South Africa clearly needs transformative conversations but we shout past each other, increasingly, with minuscule chance of being heard.

This craziness notwithstanding, something as simple as active listening can help speakers think better, and transform both speakers and listeners.

Could our nation's quality of communication and general psychological literacy be enhanced, and healing promoted, by making a Thinking Environment and other coaching tools and approaches both workable and accessible to a much broader audience?

In this session, George will outline an initial tentative exploration, and invite discussion on possibilities and challenges.

BIO

George Swingler is a UCT Emeritus Professor of Paediatrics and a former Chief Specialist at Red Cross Children's Hospital who retired early, to coach. He did this after a transformative experience of being coached himself, and because of a growing realisation that things of lasting value most often start with a few people, in relationship.

He has a Graduate Diploma in Counselling (Coaching) from SACAP and works as a life coach, primarily with people undergoing transitions.

George is married with three children, four step-children and an extravagantly eccentric Jack Russell. His interests include running, the outdoors, gardening and watching things grow. And he sings and dances so badly that he usually pretends he's joking.

4)

Awaken yourself - How health and life coaching can help to lead people through their transformation

(Jutta Lenz)

How health and life coaching can help to lead people through their transformation.._Why this topic today?

To manage the challenges in life not to lose the overview and to stand to oneself not to end in despair we need inner strength and a strong self-esteem, the trust in ourselves and in our capabilities.

In the SA society people face many challenges. It is difficult especially for women to connect with their inner strength and compass. There is much pressure from outside, demanding that they conform to cultural beliefs and customs. It is difficult for them to navigate the path of a purpose driven life for themselves and not alienate their community.

(For many, people their root system has been undermined and they have been left with a shaky foundation. It is precarious to base themselves on this rocky foundation, as they grow into the roles they are taking on in the business world today.)

Many people are feeling overwhelmed, exhausted, anxious and over stressed. Their health is suffering and their enjoyment of life is reduced. They need to be shown how to find support, core strength and inner guidance and to be given the tools to shift the way they operate. They need to re-orientate and find new root systems which are aligned to their core values and real, deep seated newly evaluated beliefs.

They need to be shown ways to re-energize themselves and find a new mindful state. They need to be guided into a new mental pattern and to view themselves and their lives from an observer's perspective.

Content of speech:

1. Why this speech? Own experiences in changing processes
2. What makes people happy? 10 factors for a happy life and why we should know about it for orientation
3. How to start: the basic model how to build up self leadership and how to build our own inner self further performance/work, body mind/soul and social life

Interactive method:

Important questions in all 4 areas we have to ask and understand ourselves and see where we are now in our change process.

4. To prepare for a sustainable change:
How do we find out what we need and want? Why we must have an approach to work with our mind, body and soul altogether.
5. The psychological 7 phases of a change process we go through
6. Mindfulness Awareness our body tells a story
7. To understand your values and what they can do for you to make good decisions
>>>>What are my values in these 4 areas of life?
Saying: not being aware of your values will be a problem to reach your goals!
8. The circle of health and the effect of emotional stress in change processes in different fields of health and solutions for example Stress management

Conclusion: What we must do to listen for in a holistic health coaching session?
What coaches should know understand and live as a role model

BIO

Education: English, Sports Science, I. and II. State exams

Education: educational science, psychology, Master Degree as well as Doctor Phil.

Diploma in Business and health coaching, yoga teacher

Profession: I work as a management consultant, facilitator, business and health coach in companies national and international for ex. in the US, Norway, Germany, Austria and Switzerland as well as for the German and Austrian government.

She is passionate about her mission to help other people to grow in their inner self and that they find their own way to discover a meaningful life.

She is a facilitator for individuals and organizations while they are going through a time of transformation to deal with life crises and conflicts. she offers participative coaching and counselling, health coaching also on topics like stress management, burnout and lifestyle and nutrition.

From Jutta's consulting work, topics for the last 31 years like:

- Leading human beings and organizations
- The leader as a change manager
- Communication (the appraisal interview. problem and conflict talks etc.)
- Conflict management,
- Moderation and presentation for project groups, big groups (100-150 participants)
Like development of strategy, development of vision, changing processes with the knowledge inside the company
- team development

- how to lead meetings
- how to work on change management processes
- In the health field: healthy leadership, healthy life style work/life balance, stress management, Burnout prevention: nutrition, exercising, relaxation methods
- Speeches on different topics about health prevention and employee development can be held.

5)

The Art and Science of Self-Awareness: Using Insights Discovery (Personality) to Make a Positive Difference

(Sascha Forster)

- Based on Jung's assertion that "every advance, every achievement of mankind, has been connected with an advance in self-awareness", the speaker will consider how a preference based assessment tool (based on Jung's work on personality and preference) can be used as a both a language and framework to create deepened personal and interpersonal awareness, connection and change
- Although there are arguably many different ways to create self-awareness and determine one's unique personality style, the speaker will position the Insights Discovery Colour Energy system as a tool to help people learn more about what makes them tick (from a conscious and less conscious perspective) as well as how to leverage the uniqueness of their personality in a way that helps them be personally and interpersonally effective!
- By using the framework of personality and colours energies, people will begin to see how personality can ostensibly be used as a reference point when considering how best to make a positive difference – whether in relation to people or situations
- The talk will provide a "brief, bright and interactive" exploration into how personality (from the perspective of colours energies) can blend art and science to make understanding of self and others more accessible in moment-to-moment interaction, and in so doing enable people to develop more effective strategies when interacting with others and responding to the demands of their environment.

BIO

- Sascha Forster is a registered industrial psychologist who has been involved in leadership and organisational development since 2002. With experience in various industries ranging from financial services and retail to government, Sascha has spent much of his working life trying to help inspire leaders to look how they show up in the world and evaluate the impact they are having on their teams and organisations.
- As a leadership alchemist and organisational development sherpa, Sascha is deeply motivated to help people understand themselves from a systems psychodynamic perspective, to enable them to unlock the kind of choices that matter deeply – to themselves and those around them.
- Prior to starting his own practice, Sascha was a principal consultant at Dreamcoat Network, an organisational and leadership development company specialising in the customisation of training and development programmes for medium to large enterprises, as well as OIM International, a performance consulting business, responsible large scale organisational transformation and business improvement implementations.
- Over the years, through his involvement in areas of qualitative and quantitative research, high performance organisational cultures, team dynamics, personal mastery, emotional

intelligence and executive coaching, Sascha has discovered his unique contribution to Leadership alchemy in South Africa.

- Sascha is accredited in several development methodologies, but above all, a wholehearted leadership coach facilitator.
- For more information contact him at sascha.forster@mweb.co.za

6)

Mediation

(Mervyn Malamed)

Mediation is a process designed to help people collaboratively explore creative ways of settling their disputes. It aims to generate agreements crafted by them before positions become entrenched and escalation starts, causing all kinds of costs; like money, time, anxiety, and stress that affects relationships with families, friends, co-workers etc.

FAMAC [Family Mediators' Association of the Cape] is a shining example of an organisation specialising in critical and potential disputes from divorce and particularly its effects on children.

Mediation is voluntary, confidential, informal, and non-binding unless the parties agree otherwise. The Mediator is duty-bound to act without bias, conflict of interest or neutrality, and to withdraw if any of these is not possible; or even more importantly, not perceived to be so by either of the parties.

In addition to the fundamentals, Mervyn Malamed will explore:

- The difference between conflict and a dispute
- Signs of conflict escalation
- Conflict as zero-sum game
- The Power, Rights and Interests hierarchy
- Interests vs. Positions
- Sources of Conflict
- Conflict de-escalation
- Sustainability of a positive outcome

BIO

Conflict Management Consultant & Internationally Accredited Mediator and Mediation Trainer

I am a Conflict Management Professional. I help businesses and people to be more effective through the effective management of conflict. People who are equipped to cope with crisis and conflict carry a positive mind-set to friends, family and more. I am passionate about this, mostly because of the exponential effects that enhance lives, communities, workplaces, and society in general. The dissemination comes around to further enrich all of us. What a great way to contribute towards a slightly better world! My work involves Mediation, Alternate Dispute Resolution in general, and the implementation of Conflict Management Systems in all sorts of environments. Ancient fight-or-flight paradigms meant dealing with conflict involved

using power. This approach then moved on to resolution based on rights, rules, laws, or contracts. We're currently evolving to approaches that concentrate on interests and

needs. The key difference between then and now is a move from a 'me-vs-you' model to an 'us-vs-the-problem' model. It shifts control of outcomes into the hands of disputants themselves, rather than surrendering them to a third party; often with little understanding of the nuances, context, and underlying interests necessary for win-win solutions that are sustainable and contextually appropriate. The traditional 'conflict hierarchy' is being turned upside down. Hierarchical actions of power, then rights, and lastly interests, are illustrated by the all too common escalation into conflict crisis, culminating in the equivalent of 'settling on the courtroom steps' – after all kinds of resources have been wasted. A silly way to do things which you can avoid! Does it not make more sense to circumnavigate such archaic practices and resolve disputes at their beginning?

7)

Grow your presence, playfulness and intuition (Burgert Kirsten)

Similarly to improvisational actors who collaborate spontaneously to create entertaining performances, a coach and a client co-create new possibilities. The competencies that are required of a coach are the same as the skills of an improviser: being present, listening, awareness, curiosity, acceptance, noticing themes and intuition. Therefore, the exercises that improvisers use to practice these skills can be used to develop coaching skills.

In this interactive workshop you will:

- Practice presence and awareness
- Discover the power of vulnerability and creating a safe space
- Experience creative flow by giving and taking control
- Connect with others through trust and support
- Practice intuition and asking creative questions
- Open up possibilities through acceptance and adaptability
- Discover your spontaneous self through improvisational play

About the exercises:

The exercises are experiential and blend right and left brain thinking. They are very effective for practicing coaching skills and can also be used in team and individual coaching sessions. After the workshop participants will receive descriptions of the exercises in order to use them in their own practices.

BIO

Burgert Kirsten is the founder of [Liminal Transformational Coaching](#) (LTC). LTC facilitates shift in individuals, leaders and teams/organisations by cultivating presence, courage and wisdom. Burgert is also the host of the [Liminal Podcast](#), in which he interviews interesting people across the globe about personal and interpersonal growth and transformation. Burgert was a co-founder of [Playing Mantis Coaching and Facilitation Development](#) with his sister Dr. Petro Janse van Vuuren. Together they developed a methodology called [Strategic Narrative Embodiment](#) (SNE). SNE is an applied theatre methodology that has been developed for application in leadership and organisation development contexts.

Burgert has a master's degree in organisational psychology. The topic of his research was the influence of using improvisational theatre techniques to enhance the climate for innovation in teams. He has presented workshops at National and International conferences

on innovation, collaboration, coaching and learning design.

In 2013 Burgert completed a coach training programme certified by the International Coach Federation (ICF) presented by Coach Development. In 2015 he completed an advanced course in Organizational and Relationship Systems Coaching (ORSC) presented by CRR Global as well as a Brain-based coaching certification presented by the Neuro-Leadership Group. Burgert has logged over 700 hours of coaching. He has coached leaders, entrepreneurs, teams and individuals across the globe.

8)

Igniting the will for change

(Dr Katherine Train)

How do we as practitioners rekindle the will of those we work with to change their own and their collective lives?

Many great change ideas fall in the failure of implementation. The celebrated position of abstract thought in education and culture has diminished the intelligence of the will, and to a lesser extent, feeling,

In this workshop we will explore the integrated intelligence of thinking, feeling and willing.

With reference to the Perception Action Model of cognition we will gain an understanding of the automatic and unconscious nature of perception leading into reaction; the mechanism by which automatic responses accumulate during life; and the stifling and paralysing effect they have on individuals to effect change.

We will introduce embodied experiential skills to enable practitioners to identify where a client stands in relation to their experience, the effects thereof on the will and skills to integrate perception into action.

BIO

I work as a researcher, coach and facilitator in human sustainability and relational capability. I have, for the past fifteen years, developed and presented programmes to individuals and in organisations on personal and professional development, wellbeing, presence and empathy, and their contribution to leadership, teamwork, diversity and ethical decision making. My specific interest is on the nature and impact of interpersonal dynamics on relevant, effective and sustainable management, service and care. My research focuses mainly on the practice of empathy and compassion in organisations in South Africa.

<https://za.linkedin.com/in/katherine-train-phd-341940a>

9)

Conversations that Count

(Graham Williams)

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10)

Responding to Mental Health Issues in Coaching Practice – Run a mile? Consult a colleague? Press on regardless?

(Svea van den Hoorn)

Mental Health issues are on the rise. Coaching rather than counselling is becoming the service of choice, especially in the workplace. What can coaches draw on in order to stay steady and act wisely and ethically when clients share information about mental health issues?

Svea will offer you some glimpses into what text books, research, ethical codes, definitions of coaching and mental health, and common sense offer coaches to guide themselves as they navigate the territory of clients wanting coaching for or despite their mental health issues. This talk is guaranteed to give you food for thought, give you a chance to talk with others, and invite you to bring humour and creativity to explore what can seem a very earnest topic.

BIO

Svea holds qualifications and has experience in both psychology and coaching. Somemight call her a cross over or border territory professional practitioner. She has a deep curiosity about, and respect for the intricacy of everyday life. Her expertise in Solution-focused Brief Therapy and Coaching has honed her focus on language and communication. Svea holds a doctorate in systemic thinking and adult learning. This offered her the opportunity to extend her exploration of paradox, the counter-intuitive and wicked problems. She trained in adult psychopathology, child psychopathology, and family therapy. When she started coaching in the 1990s, she was perplexed by what she heard: the idea that coaches work with well people, and counsellors/therapists/psychologists work with people with mental health issues.

11)

TA as a Leadership Language for Africa (Alex van Oostveen)

The presentation explores what TA has to offer African leaders philosophically and in practice. Topics are healthy hierarchy and “normal dependency”, culture and identity. We explore these concepts holistically and with a positive outlook, transforming personal and community narratives.

Healthy hierarchy and normal dependency. Traditionally hierarchy attributes different levels of value to those “one-up” and “one-down” in a system. We reframe these in terms of roles and responsibilities, bringing value, autonomy and interdependence to all parties.

Culture. Culture is a powerful dynamic which can both connect and divide people. We unpack cultural concepts using TA and discover how we can maintain cultural values and connect to those with a different narrative.

Identity. Using a relatively new TA concept called Functional Fluency, we look at being more effective in interpersonal relationships. “Functional Fluency is a model for understanding how people behave, and a practical framework to help them 'respond' more and 'react' less.

Insights from the Functional Fluency model encourage people to:

- Focus on their strengths
- Enhance what they already do well
- Transform patterns of behaviour that don't work well
- Communicate more effectively
- Find relationships more satisfying and successful

Functional Fluency is the art and skill of interpersonal effectiveness.”

BIO

Background

I spent the first 2 decades of my professional life as a pilot and instructor in the South African Air Force (SAAF), flying over 3500 hours in a range of helicopters and training aircraft. I have amassed over 1000 hours flying instruction. The highlight of my aviation career was the 4 years I spent in the SAAF formation aerobatic team as both the team leader and number 3 slot. I was privileged to contribute to society by commanding numerous rescue missions, humanitarian work, aerial fire-fighting and security work within and outside RSA. My experience of leadership, training and mentoring in the SAAF lead me to pursue my passion for psychology and coaching in 2007.

I thrive in and am fluent in bringing stability and resolution to high-stress, complex situations

How I Practice

I am a coach supervisor and COMENSA credentialed practitioner using an holistic integration of transactional analysis (TA), appreciative inquiry and co-active coaching to create personal and organisational transformation.

I specialise in relationship and communication skills. My clients are leaders looking to take their personal and professional lives that one step further, by learning and employing new perspectives and thinking.

TA's philosophy and concepts allow a unique flexibility and responsiveness to problem solving and goal setting, making it a versatile modality and mutual reference for practitioner and client.

12)

Life Coaching in the Corporate Environment

(Werner Carstens)

This talk will focus on Life Coaching of professional people in the corporate environment. It will cover the theory and models the speaker employs to help people understand the underlying systems that influence corporate relationships. The speaker will explain how clients can use these models to develop a strategy for the development of successful careers. The speaker will also share (from his experience) the 3 things that most of his clients, irrespective of race and/or religion, are struggling with in the corporate environment and how he assists clients to journey towards solutions. He will shed light on how these areas can blur the lines between coaching and counselling and how it can be managed practically.

BIO

Werner Carstens is a director of Ukuyila Consult, a division of Ukuyila (Pty) Ltd. He provides life coaching services to professional people in the corporate environment and has both corporate companies and individuals as clients.

Werner has a [B.Com](#) degree from the University of the Free State and has worked in the corporate environment for 18 years. During this time he held various positions in the area of finance and information technology, as specialist and in senior management.

Werner completed a Diploma in counselling through SACAP and is a certified Workplace Results Coach through the Neuro-leadership Group.

His other big passion is music and he is a familiar face on stages and in studios around Cape Town.

JOHANNESBURG – 18th May – Short Talk Evening

1)

Conversations that Count (Stévé Bánhegyi)

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- Purposeful, owned action results – including training and coaching.

BIO

Steve is a facilitator, storyteller and media developer at storytelling.co.za He originally qualified as a psychologist following which he was a lecturer in Information Systems at Wits for 4 years. Steve has 30 years experience as a consultant having worked for governments, multi-national corporations and NGOs. His specialist areas include using organisational storytelling in change management, leadership development, gamified design, culture and innovation.

2)

The Art of Speaking Human

(Ilse Jacquire)

If you could have any superpower, what would it be?

Let me tell you a little secret. As a trained helper, a professional in human development; you have the power to help, develop and assist in healing the human mind which is the greatest power of them all.

So, you have the skills. You have the motivation. Now, you need to learn how to excel and live your potential to be the helper you were born to be. We are in the business of changing lives, are we not?

As young counsellors and coaches, going into the real world can be daunting. By learning the Art of speaking Human, you will learn practical and easy tools which will enable you to unlock each client sitting in front of you much easier and use your professional skills more effectively to help the client develop and grow.

They say it's not what you say, but how you say it.

Such a human thing to say, don't you think?

BIO

3)

My six inherent superpowers that helped me to become more resilient – you have them too!

(Bonini Kusano)

- Definition of resilience
- Why is it so hard to have a consistent flow of resilience in today's work environment
- The role our environment and our cultural background play (this will help you understand the relationship between the challenge and support)
- Why resilience is important
- My story...what got me down (perspective) and how I got up (meaning)
- Our six superpowers how I activated them to help me.
- Three things to get you started:
 - Awareness (acceptance of reality)
 - Meaning (reframing)
 - Improvise (your reframe) and act

BIO

JOHANNESBURG – 19th May – One Hour Talks

1)

Creating Positive Change

(Andre Retief)

We all talk about change, we all want change.

In every aspect of our lives, our daily living, our journey, we strive to see change.

Things seem so different than yesterday, a week ago, a month ago, a year ago. There is constant change, and as the saying goes, one thing we are guaranteed of, is change.

But...is this change positive? Or is it negative, and we just go along and accept it.

I am sure that you have all heard these words some time in your life, where a person mentioned these words...creating positive change.

Is it easy?

How do we create positive change?

I would most certainly suggest that we start to create positive change by firstly, looking at ourselves. The starting point for creating positive change would be to make that decision and say.....it starts with me.

"This is where I will tell the story of the wise man and the bird....it is as you will it to be".

We need to start by focusing on a couple of aspects, beginning with:

ATTITUDE – Do we decide on our attitude when we wake up in the morning, or do we decide to get up and go with the flow, and let circumstances and happenings and other people's behaviour determine our attitude?

CHOICES – We make so many choices on a daily basis, and when we end up making the wrong choices our world sometimes collapses around us, preventing positive change to occur.

BEHAVIOUR – Our behaviour could also determine whether we create positive change. You cannot expect positive change with negative behaviour. The way you value and treat the people around you could bring either positive or negative change to them as well as to yourself.

FEAR – Fear, that thing we all fear. We even fear change. People change. It may be a shock, but people change. At times we also do not like the way people change.

ACCEPTANCE – We need to accept that people change, we need to accept that we change.

TOLERANCE – Can we tolerate the fact that change happens?

How then, do we create positive change?

- 1) Know what we value in life.
- 2) Know what we expect from life.
- 3) Know where we are going.
- 4) Know what we are passionate about.
- 5) Living our purpose, with purpose.
- 6) Walking our Talk.

We need to have certainty of the change we want to see, and know that it is positive change. When we want to create that positive change, to focus and the result we set out to achieve. Creating positive change, will be determined by what we will it to be.

BIO

2)

Coaching and Professionalism in a Post-Truth World

(Matt Shelley)

Coaching has thrived in a world of individual choice and the freedom to act on your own beliefs and from your own perspective. At the same time old certainties, structures and institutions have been shocked and shaken. This paradox between freedom and stability and between cultures is reaching a level of polarisation that has not been seen for over 70 years. Historically, this level of crisis is usually resolved by war.

How can we address this both individually and what is possible collectively? What can we do as helping professionals to support a different type of resolution?

BIO

Matt is a founder and director of the Sandton Coaching Centre in Johannesburg South Africa, a centre that promotes ongoing personal and professional development in the practice of coaching and supervision. He is a Certified Master Coach with the IMCSA and a qualified coach supervisor (Wits University), with a passion for the power and potential that coaching has to benefit individuals, organizations and society. Matt works with executives in a variety of contexts and sectors involving complex and sensitive cultural dynamics. His supervision clients range from trainees on a university masters in coaching programme, to independent coaches and coaches working on a panel for a coaching company.

His first career was as a civil engineer and builder. He achieved Chartered Status at the Institution of Civil Engineers in the UK in 1991 and completed the full time MBA at Cranfield School of Management in 1994. He has established and run building companies in London and Johannesburg employing up to 45 people.

For over 20 years Matt has explored the question of how best to develop the ability to deliver transformation in personal, organisational and social contexts. This journey has included training and qualifications from six different coaching, supervision and leadership trainings in London and Johannesburg as well as community and management participation research at the University of Bath. Matt has held committee posts in a variety of professional bodies including Psychotherapists and Counsellors for Social Responsibility in the UK, the Coach Educators and Trainers Association of South Africa and, with the Coaches and Mentors of South Africa, Matt has been National Vice President, Chair of the National Ethics Portfolio Committee and contributor to the Membership Criteria and Standards Committee. Matt is now the Registrar for the IMCSA (Institute of Management Consultants and Master Coaches of South Africa) Certified Master Coach designation, which is registered with the South African Qualifications Authority.

3)

Are we really addressing the elephants in the room?

(Paula Quinsee)

The talk will share insights on how we as individuals, organisations and a nation are laying the foundation to deal with the real 'elephants in the room', in other words racism, gender inequality (sexual orientation), ageism, skills, and more.

BIO

Paula Quinsee is a Relationship Expert, Tedx speaker and author of the self-help guide Embracing Conflict. Paula is also a consultant to the TV show 'Married at First Sight SA'.. She works with individuals and organisations on how to cultivate healthy relationships in both their personal and professional environments by focusing on elements such as conflict management, effective communication, emotional intelligence, people and team dynamics and personal growth and development. For more information go to www.paulaquinsee.com

4)

Allegorical storytelling for change and social transformation - using African Dilemma Tales

(Steve Banhegyi)

In contrast to the "they lived happily ever after" ending characteristic of Western storytelling, the African dilemma tale tradition leaves the story open ended, so that it is up to the listeners to suggest probable outcomes and answers to the 'what happens next, where do we go to from here?' questions.

The dilemma tale poses a quandary, a cliff-hanger, a paradox, a situation that must be navigated to find a way through. The genius of the dilemma tale lies in its ability to engage an audience in a way no other form of storytelling can. Because we hate being left with the cognitive dissonance of an unanswered question, the listener participants are teased and empowered to accommodate and assimilate new viewpoints and innovations which would not normally be possible.

Oftentimes the inhabitants of the dilemma tales are very different from those we find in "real life" yet the problems are very similar and participants quickly see through the masks of the characters and identify the real issues at play.

African Dilemma Tales are used in change management, innovation, community animation and strategic planning activities.

BIO

Steve is a facilitator, storyteller and media developer at storytelling.co.za He originally qualified as a psychologist following which he was a lecturer in Information Systems at Wits for 4 years. Steve has 30 years experience as a consultant having worked for governments, multi-national corporations and NGOs. His specialist areas include using organisational storytelling in change management, leadership development, gamified design, culture and innovation.

5)

Applying the LEKGOTLA Learning & Development Methodology in Team Coaching (Sam Tsim)

Perspective: The word Lekgotla is an African word used to describe a meeting of a traditional court, a council meeting or a public meeting. The meeting is chaired by the King, Chief or Headsman and decisions are arrived at by consensus of all present.

Process: In the African tradition the King will have his co-leaders that assemble regularly at the King's Palace to attend to the leadership matters of the village. These leaders are the most cooperative members of the King's leadership, and they spent most of their time at the King's Palace. The meetings are conducted following the LEKGOTLA methodology.

Purpose: The main purpose of applying the Lekgotla Methodology in the coaching of teams is to develop the ability of the managers and leaders in conducting meetings (operational and strategic). The methodology enables the leaders to create order, achieve the set outcomes and reach consensus with ease.

BIO

Sam Tsim is *Executive Business Coach*, and the President & Chairperson: Cometsa GoC International (Pty) Ltd (GoC = Group of Companies), Non-Executive Director of South Africa – German Training Services (SAGTS), former Chief Executive Officer of Dr Richard Maponya Institute for Skills and Entrepreneurship Development; former Vice-President: Stakeholder Relations, Institute of People Management (IPM), South Africa, a Registered Coach & Member of Coaches & Mentors of South Africa (Comensa). He is a former Programme Manager: Broad-Based Black Economic Empowerment (B-BBEE), Gordon Institute of Business Science (GIBS), University of Pretoria. He worked for ABSA as Group Consultant - Employment Equity; Sasol Group as Manager-Centre of Expertise Diversity Management, and Motorola Southern Africa as HR Director.

Sam has a strong Commercial Administration background after training and working in Germany over four years (1988 – 1992). He did his training at Carl Duisberg Gesellschaft (Cologne), Kuehne & Nagel Luftfracht GmbH (Frankfurt International Airport), Lufthansa German Airlines Aircargo Centre (Frankfurt International Airport) and Siemens AG (Cologne) in Germany. Sam is fluent in German Language and has the following German Language qualifications: Diplom Deutsch (Studiengemeinschaft Darmstadt) and Zertifikat Deutsch Stufe 5 (Carl Duisberg Centre Cologne). He is also qualified in Industriekaufmann (IHK, Germany), Certificate in Commercial Administration (CATS – South Africa German Training Services), Bachelor of Commerce - Transport Economics & Business Management (UNISA). He completed a 12 months Diploma in Practitioner Coaching (DIPC) with The Coaching Centre (pending the submission of the Coaching Model).

6)

**Journey with a School
(Anita Moerman van Blankenburg)**

I have a story to share about a journey I have taken with a school in Yeoville as a “Partner for Possibility”. It is an amazing story of finding meaning and developing as a leader in a program where coaching and being coached played an important role in a broader program. It was a year-long experiential journey that changed my life, that of a school principal, his staff and the children in his school. It is a program that has now entered it's 7th year and have done the same for over 500 schools already. If you are interested in having me share my story of personal growth and finding meaning in a bigger purpose, during a very difficult time of my life, I would be happy to share my story.

BIO

7)

**Personal Journey
(Thabiso Mailula)**

This talk will be based on my career journey, focusing firstly on the factors that lead me to get into the profession that I am in the exposure I have gotten, the lessons I have learnt and the impact I have had. I will also share about the lowest and darkest points in my career, the highlights and most importantly what has kept me going. I now regard myself as a Communication Specialist due to my work and academic experience which have lead me to master interpersonal skills which I strongly believe that they play a pivotal role in ones wellbeing.