

# Newsletter - January 2015



## From the Pen of Anthony

In this issue we will be focussing on what happened over the past year at FAMtrac.

Last year between our In-service trainings and the courses that we ran, we saw a total of 401 individuals coming through our doors. In preparation for this report I went searching for what would bring so many of us together under the FAMtrac umbrella.

Feedback from a participant in a course that I recently ran suggests some possible reasons.

*"I was one of the participants in the Basic Counselling 1 workshops ... I just want to thank you for a most enjoyable and immensely enlightening set of workshops. I think you handled our diverse, and often challenging, group extremely well. My participation in the programme has also made me reconsider my long-held view that my strengths are limited to research and data analyses; and I thank you for that."*

Learning must be fun. The laughter from the training room can often be heard echoing in the offices upstairs. There is never any doubt that participants are being truly entertained, or as is too often the case, entertaining the facilitators with amazing narratives from their own life experiences.

Learning must always produce light-bulb moments. I think of our trainings like a set of light bulbs connected in a series. As one goes on it powers the next. Participants often comment about how much they have learned from each other. Our training room almost becomes a sacred space where knowledge, experience and life's learnings are being exchanged.

Learning must challenge us to reconsider our assumptions. Each course becomes a meeting place for people from all walks of life. Whether a home executive looking to rediscover a new path, an accomplished professional, a student or a pillar within the community, we bring you together under one roof. This diversity can often be challenging for both facilitator and learners alike. It is however in the moments when we get to experience another reality that we are able to challenge the assumptions within our own.

Learning must lead to self-discovery. The most satisfying moment in any training is when you see someone discover a dormant ability. That amazing experience when the individual steps out of their prescribed box and asserts that they have a choice in what they can think, say and do.

These principles of learning have highlighted what I believe are the strengths and achievements of the FAMtrac team.

### Some thoughts on our Employee Wellness services provided in the course of 2014

From January to December last year FAMSA's EWP programme saw 154 staff members from a wide spectrum of companies. This number however only speaks to part of what the programme has achieved. I have recently realized that a successful Employee Wellness Program takes one or two committed individuals. These individuals have to demonstrate remarkable strength and determination. This year I will spend just a moment acknowledging these individuals within the larger companies.

Their positioning makes for some interesting challenges. On the one hand they need to constantly make a business case to management about why it makes financial sense to invest in the emotional wellbeing of their staff, and on the other hand, ensure that recipients are not abusive of the assistance received.

These staff members are not unlike the parental figures in our own lives, possessing the ability to be gentle kind and nurturing while still being able to correct and discipline when needed. In the same light they are often disappointed when despite their efforts to assist, staff members choose not to take the opportunities given.

In the past our role has been to assist the staff that are identified for assistance. Recently we have had the opportunity to work with the staff that manage the programme. This has allowed us to apply what we have learned from various companies' EWP programmes over the years. By providing support and training to these key staff members they have been able to bring key insights into the workplace. Insights that have allowed them to better manage their own expectations of staff and staff's expectations of the company.

Going forward the workshops offered by FAMtrac will form a core function in the work that FAMSA does with our corporate clients.



Anthony Hawthorn is FAMSA Western Cape's Training Manager.

### Employee Wellness Services at FAMSA Western Cape

Did you know we also provide a full range of services to companies and organisations in the Cape Town region? We can assist with the following:

- On-site Trauma Debriefing
- Counselling for employees
- Wellness days
- Informational Talks
- Staff Development Training

Give us a call to find out how we can assist you: **021 447 7951**

*Until Next Time*  
Anthony Hawthorn

## VEP Trainings

Earlier this year we had the opportunity of training volunteers from the South African Police Service and housemothers of some of the shelters in and around Cape Town, in partnership with Business Against Crime, the Western Cape Government and the South African Police Service. They were trained in different aspects of the Victim Empowerment Programme. It was an amazingly enriching journey for us at FAMtrac working with such dedicated individuals who give back to their communities.

We appreciate all the positive feedback we received from those involved and are happy to post the following feedback, from Pauline, in our newsletter.

Dear All

*Thank you so much for the continued efforts to improving service delivery to our people. Feedback from our house-mothers is that the training was very informative and will be very useful in our service delivery to our clients. They were also very impressed by the facilitator and the facilitators methods and skills.*

A huge thank you again.

Yours in service delivery.

Pauline Perez (Centre Manager)

**Remember we cater to your organisational training needs as well. We also do on-site training and regularly have groups attend our trainings. Many of our trainings also carry Continual Professional Development (CPD) points. Call us at (021 447 7951) or drop us an email ([famtrac@famsawc.org.za](mailto:famtrac@famsawc.org.za)) to discuss your training needs.**

## Monthly Short Trainings

We run monthly short trainings for professionals, this allows those too busy to attend our regular trainings and workshops, to enrich their professional skills and knowledge as well as adding to their required CPD's. Two particularly noteworthy short trainings are our In-service training and Supervisors' Forum.

### In-service training

As the name suggests, these are monthly short training sessions originally held to enrich our staff's development. Due to outside demand we opened up these in-service sessions to professionals in 2013. These have proven immensely popular with as many as 116 outside professionals attending in 2014. These sessions run the third Thursday of every month from February to November, each with it's own topic and presenter. This allows professionals to attend a topic that they are interested in and also build their portfolio of evidence for CPD purposes. Each session is only three hours long with a half-hour tea break from 9:00-12:30. One can attend one session or more sessions in order to be awarded 3 CPD points per session. Come and join us for any of the following sessions left for this year:

- 18 June: The Impact of a baby on the couple relationship - Cheryl Jankelson-Groll
- 16 July: Introduction to the Male Tool Kit - Carlo Williams
- 20 August: Skills and Techniques in Somantic Experiencing - Andrea Eckstein
- 17 September: Addiction: A Family Illness - Toni Shaked
- 15 October: Gambling and the impact on the Couple - Gawie Smit
- 19 November: Art and Science of Resilience - Wendy Ward

### Supervisors' Forum

Much like our in-service trainings, the Supervisors' Forum is also an opportunity to enrich your professional skills and knowledge about various topics. These sessions are intended for supervisors or those intending on taking on a supervisory or managerial role in the health professions. These sessions take place the first Thursday of every month (09:00-10:30) from February to November and also carries 3 CPD's per session. The topics for 2015:

- 4 June 2015 Preventing Burn Out in emotionally charged environments - Antony Hawthorn
- 2 July 2015 The Dark Side of Leadership and Organizational Behaviour - Tiana Bester
- 6 August 2015 Helping Supervisors handle Employee/Supervisee with a Bad Attitude - Niombekaya Sigonya
- 3 September 2015 Motive Employees to perform better - Nomfundo Ntoyanto
- 1 October 2015 Cross-Cultural Supervision - Annatjie Wait
- 5 November 2015 This session is only open to FAMSA staff as a follow up to a previous session

## From FAMSA's Side

In this issue we will be looking at a valuable service that FAMSA Western Cape offers to divorcing couples. We have asked one of our divorce mediators, Margaret Fulton, to tell us a bit more about divorce mediation and how the process works.

FAMSA offers a wide range of counselling services, visit our website for more information on what we offer: [www.famsawc.org.za](http://www.famsawc.org.za)

### Divorce Mediation

FAMSA offers family mediating services which include divorce mediations, post-court facilitations, family meetings and the mediating and drawing up of parenting plans. Mediation services are available on Tuesday and Friday afternoons 2pm-7pm as well as Saturday mornings from 9am-2pm.

Margaret Fulton (and our other mediators), is FAMAC (Family Mediators Association of the Cape) trained and accredited and all mediations are done in accordance with the Children's Act.

**Costs**  
The costs are on a sliding scale based on combined income. The mediator discusses all the processes and costs of mediation at your first meeting.

**How long does the whole process take?**  
The process can take between 3-6 sessions of 1- 1.5 hours a session depending on the issue.

*-the entire process is confidential-*

*The following is an example to illustrate the mediation process. The basic process of mediation is similar for all critical family events.*

**What happens in mediation?**  
Jody\* and James\* decide to get divorced. They opt for a mediated divorce facilitated by a neutral mediator rather than a litigated one involving lawyers. They have heard that a mediation costs much less than a litigated one, both financially and emotionally and that they direct the process.

**The arrive for their first appointment.**  
The mediator will explain what divorce mediation is about, how it works and how the process is going to help them move to the next phase of their lives in the first session. Both Jody and James get the opportunity to tell their 'side of the story and detail their needs in the resolution of the problem which is in this case, a proposed divorce. The mediator listens carefully and feeds back his/her understanding of the problem and the couple needs.

At this stage the mediator will assess where each of them is emotionally and try to get a good picture of their positions about the proposed divorce. Sometimes one of the partners is ready for divorce and the other not. They aren't always ready at the same time to start the divorce mediation. If not, the mediator would refer them for further counselling.

Should the clients want to re-start the process, the mediator will explain what the actual divorce entails and what the application to the court needs to contain. The mediator will outline the contents of the application and explain how they will negotiate:

- The **division of their assets and liabilities** as well as work out how they are going to be single parents yet work together in the best interests of their children.
- The mediation process opens the discussion on the division of assets and liabilities and the clients again get an opportunity to re-state their needs about these.
- The mediator discusses each point they bring up that will lead them to a better understanding of:
  - what the problem is and how they bring see it
  - what options they have and
  - ultimately the resolution itself

The mediator then has discussions around their **new roles as parents.**

The mediator will summarize all their discussed resolutions and will compile a Summary which their respective lawyers will use as the basis for the divorce application. As part of the process their children will be brought into the mediation process. The children will also be seen individually without their parents.

One to two sessions of feedback are usually used to discuss with the children's needs and feelings. In this way the children are also involved in the process and feel that their voices are heard although the parents make the final decisions.

At FAMSA we realize that divorce may be a very painful and difficult decision for all parties concerned, however we will support you in whichever decision you make whether to divorce or to work on your relationship in a safe and caring environment.

### FAMSA also provides pre and post divorce counselling for families.

\*Jody and James and the example used are fictional and used to illustrate the Divorce Mediation Process

### Holiday + Family = Amazing Memories

**Share in our passion for families**  
When last did you spend time with your family?

Take the **GUTS** (Get Us Together Soon) challenge and you could make your dream family holiday come true.

**1st PRIZE**

**R40 000 IN CASH**  
towards family time

**2nd PRIZE**

**4 RETURN FLIGHTS**  
to any FlySafair destination

**3rd PRIZE**

**3 NIGHTS FOR 4 PEOPLE**  
at a guesthouse in Bantry Bay (Cape Town)

**Families with GUTS - make a difference!**

Take the **GUTS** Challenge  
Get Us Together Soon!

Thank you! Your R100 donation will allow FAMSA to help South African families form and sustain healthy relationships.

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 Terms and conditions apply, please visit [www.famsawc.org.za](http://www.famsawc.org.za) for more details.

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## Save the Date!!!



### Training Programme 2015

Want to learn more about a specific training? Go ahead and click on the date you are interested in the table below. Your browser should take you directly to the training on our website. Here you will find a description of the training, the course outline, outcomes, available dates, and what the training costs.

While you are there why not explore the rest of our website and find out what we do. We welcome all visitors to our website and would love to have you.

[www.famsawc.org.za](http://www.famsawc.org.za)



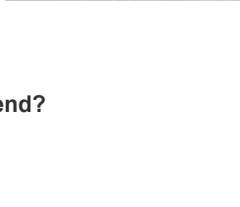
	1st training	2nd training	3rd training	4th training
Affairs/Infidelity Counselling Skills	<a href="#">13 April 2015</a>	<a href="#">13 July 2015</a>		
Basic Counselling Skills 1	<a href="#">9-11 Feb 2015</a>	<a href="#">4-6 May 2015</a>	<a href="#">3-5 August 2015</a>	<a href="#">2-4 November 2015</a>
Basic Counselling Skills 2	<a href="#">8-10 June 2015</a>	<a href="#">23-25 November 2015</a>		
Basic Counselling Skills 3 (NEW)	<a href="#">24-26 August 2015</a>			
Basic Counselling Skills 4 (NEW)	<a href="#">See McMaster's Family Counselling Skills</a>			
Basic Counselling Skills 5 (NEW)	<a href="#">7-9 September 2015</a>			
Bereavement Counselling Skills	<a href="#">18 May 2015</a>	<a href="#">18 August 2015</a>		
Blended Families Counselling Skills	<a href="#">23 March 2015</a>	<a href="#">19 October 2015</a>		
Divorce Counselling Skills	<a href="#">24 March 2015</a>	<a href="#">12 October 2015</a>		
Domestic Violence Counselling Skills	<a href="#">20-22 April 2015</a>			
McMaster's Family Counselling Skills	<a href="#">6-9 July 2015</a>	<a href="#">9-12 November 2015</a>		
Prepare/Enrich training	<a href="#">29-30 June 2015</a>			
Prepare/Enrich Refresher (Exploring the new online system)	20 March 2015			
Starting and Running Your Private Practice	<a href="#">15 May 2015</a>	<a href="#">11 September 2015</a>		
Stress Management Skills	<a href="#">21-22 September 2015</a>			
Supervision Skills	<a href="#">17-18 Feb 2015</a>	<a href="#">7-8 October 2015</a>		
Trauma Debriefing Skills	<a href="#">2-4 March 2015</a>	<a href="#">20-22 July 2015</a>	<a href="#">16-18 November 2015</a>	
In-service Sessions	<a href="#">Throughout the year from Feb to Nov</a>			
Supervisors' Forum	<a href="#">Throughout the year from Feb to Nov</a>			
McMaster's Supervision Group	<a href="#">Throughout the year from Feb to Nov</a>			

## Contact Us

**Call us on 021 447 7951**  
**Email us at [trainingcoordinator@famsawc.org.za](mailto:trainingcoordinator@famsawc.org.za)**  
**Website: [www.famsawc.org.za](http://www.famsawc.org.za)**

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Why not drop us your comments?  
 Email: [famtrac@famsawc.org.za](mailto:famtrac@famsawc.org.za)



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