

**INTERNATIONAL ASSOCIATION for COUNSELLING  
THIRD PRESIDENTS' AND CHAIRS' ROUND TABLE  
DOLMEN RESORT HOTEL QAWRA MALTA  
ROUND TABLE FOR NATIONAL AND INTERNATIONAL  
PRESIDENTS/CHAIRS/ AND REPRESENTATIVES OF COUNSELLING ASSOCIATIONS  
Thursday July 7<sup>th</sup>, 2016  
PROCEEDINGS OF MEETING**

**Members Present -**

Philip Armstrong  
Tim Bond  
William (Bill) Borgen  
Helen Coles  
Yvonne de Kruyff  
Elena Dragotto  
Ruth Falzon  
Guillermo Garcia Arias  
Silvia Galea  
Angela Gordon Stair  
David Kaplan  
Naoise Kelly  
Courtland Lee  
Eugene McHugh  
Dione Mifsud  
Esnaty Obetile  
David Paterson  
John Prysor Jones  
Blythe Shepard  
Sue Webb  
Jeannie Wright

**Morning and Afternoon Session**

Australia	Australian Counselling Association
UK	IAC EC member
Canada	Past President IAC Executive Council/IAVEG <sup>1</sup> representative
UK	BACP
Netherlands	EAC President
Italy	L'Istituto HeskaiHer, con il patrocinio di A.N.Co.Re.
Malta	Treasurer, IAC Executive Council
Argentina	Member IAC Executive Council /AAC <sup>2</sup>
Malta	President, MACP <sup>3</sup>
Jamaica	Vice-President, IAC Executive Council
USA	Chief Professional Officer ACA
Ireland	IAC Acting CEO
USA	Past President, IAC Executive Council/ACA
Ireland	Vice-Chair IACP <sup>4</sup>
Malta	President, IAC Executive Council
Botswana	President, Botswana Counselling Association
Canada	Member, IAC Vice-President
Wales UK	IAC Executive Council Member
Canada	IAC Executive Council/ Past President CCPA <sup>5</sup>
New Zealand	New Zealand Association of Counsellors
UK/Malta	Associate Professor University of Malta

**Present - Afternoon Session**

Marco Andreoli	Italy	Reico
Paola Bonavolonta	Italy	Reico
Tina Bruzzese	Italy	Ancore
Jessica Bertolani	Italy	Continuando a Crescere/Associazione Counselling

**Apologies**

Vilas Gavaskar	India	Hans Hoxter Recipient
Barbara MacCallum	Canada	Chief Executive Officer, CCPA <sup>6</sup>
Amalia Madihie	Malaysia	Chair for Savawak State
Sukanthi M. Mariappa	Malaysia	Psychology Officer Foreign Affairs Ministry
Selebaleng Mmapatsi	Botswana	Member EC, Botswana Counselling Association
Nawawi Rizandy	Malaysia	Member, PERKAMA <sup>7</sup> International

**Keynote Speaker**

Esnaty Obetile

**Members Excused**

Other associations, wanted to be present but could not due to financial, travelling, Visa or time reasons.

<sup>1</sup> International Association for Vocational and Educational Guidance (IAVEG)

<sup>2</sup> Argentinean Association of Counsellors (AAC)

<sup>3</sup> Malta Association for the Counselling Profession (MACP)

<sup>4</sup> Irish Association for Counselling and Psychotherapy (IACP)

<sup>5</sup> Canadian Counsellors and Psychotherapists Association (CCPA)

<sup>6</sup> Canadian Counsellors and Psychotherapists Association (CCPA)

<sup>7</sup> Persatuan Kaunseling Malaysia Antarabangsa - PERKAMA - International Counselling Association Malaysia

The meeting started at 09:10. Dr Mifsud explained the schedule and the agenda which had been sent via e-mail during the 2015 Verona Conference

### **Agenda: 3<sup>rd</sup> meeting of the Presidents' and Chairs' Roundtable**

Malta, IAC Conference  
July 7<sup>th</sup>, 2016 9.00am-16:00

- 08.30 Registration
- 09.00 Welcome Address by Dr Dione Mifsud, President of IAC
- 09.15 Introduction by delegates
- 09.25 Keynote Speech Obetile Esnaty – The State of Counselling in Africa.
- 09.55 Discussion
- 10.30 Coffee Break
- 11:00 Jeannie Wright Workshop
- 12:00 Discussion RE possible collaboration after workshop
- 13:00 Lunch
- 14:30 Continuation of discussion
  - Launching of the Indigeneous and Projects' Roundtables
  - Introduction of a possible roundtable on the identification of global counselling competencies
- 16:00 End of Roundtable

#### **Minute 022: Welcome by IAC President Dione Mifsud**

**Appendix A** presents the welcome speech delivered by IAC president Dr Dione Mifsud.

#### **Minute 023: Participants' Introductions**

Dr Mifsud asked all 21 members present to introduce themselves.

#### **Minute 024: Minutes of the Second meeting of the President's Forum (September 2015, Verona)**

Whilst the microphone was being set up for the keynote speech, the minutes of the second Roundtable held in Verona were formally approved. This was motioned by Ms Silvia Galea, seconded by Dr Bill Borgen and carried unanimously. RF reminded that these can be found on the IAC website. Dr Falzon noted that:

- (a) The minutes of the second meeting of the Presidents' and Chairs' Roundtable (Minutes 14 to 21) had been virtually approved by members present at the second Presidents' and Chairs' Roundtable held in Verona in September 2015
- (b) That she passed these set of minutes of the second Presidents' and Chairs' Roundtable on to Dr David Paterson, IAC Executive Council member responsible for the IAC website so that it can be uploaded on the IAC website. These were uploaded
- (c) That the minutes of this third meeting will be sent to all members present for approval by Saturday July 9<sup>th</sup> and that she would appreciate feedback for that any amendment may be done on site whilst members can communicate actually

**Minute 025: Keynote Speech –Obetile Esnaty – The State of Counselling in Africa.(Appendix B)**

The Keynote speech was delivered by Ms Esnaty Obetile. Ms Obetile introduced herself and thanked IAC for allowing her to be the keynote speaker of this Roundtable. Ms Obetile presented a clear and concise presentation of the state of counselling in Africa. Appendix B presents Ms Esnaty Obetile's paper and Appendix C presents her PowerPoint presentation and keynote speech. Dr Dione Mifsud described this keynote speech as a heartwarming experience and opened the floor for questions, discussion and comments.

**Minute 026: Group Discussion**

**Angela Gordon Stair** (Jamaica)

With regard to the process of recognition of the profession, Dr Gordon Stair note that it took Jamaica around 12 years to be able to get certification through parliament. She commented on the cultural tendency for parliamentary motions to move slowly in British colonies.

**Tim Bond** (UK)

Professor Bond noted that this pace of certification seems to be universal as it took Britain 20 years to finalise the recognition and regulation of the profession.

**Sue Webb** (New Zealand)

Ms Webb reflected that Botswana's challenges echo the same challenges in other countries and that the time line for the process of recognition is similar across different nations and affected by when counselling starts

She noted that these similarities of issues being faced across nations and across time. These were issues in developed countries and are now issues experienced in developing countries and counselling remains an increasing issue across cultures.

**John Prysor Jones** (UK)

JPJ suggested that this presentation be written up for IJAC to be reached by a wider audience. Ms Obetile appreciated this suggested.

**Naoise Kelly** (Ireland)

Mr Kelly noted that he appreciated that the aims and strategies presented are in line with the IAC strategies that have been developed over the last two years. These aims and objectives realistically match the IAC vision. He noted that IAC can be of good assistance and mutual exchanges between IAC and Botswana were recommended.

**Philip Armstrong** (Australia)

Australia has worked toward non-governmental regulations as Australian Counsellors did not want to be ruled by a non-counsellor body and therefore are regulated through the Australian Counselling Associations (ACA). He reported that the wider Asian regions prefers non-government regulations

**Esnaty Obetile** (Botswana)

Ms Obetile noted that the Botswana government liaise a lot with the association and the Botswana government acknowledges the importance of counselling

**Silvia Galea** (Malta)

Ms Galea noted that it had been important for Maltese Counsellors to get legislation but at the same time the profession continues to grow.

**Esnaty Obetile** (Botswana)

Ms Obetile referred to challenges between the Western and African counselling in Botswana and others African Countries and that this at times brought about cultural clashes due to the different cultural context. This challenges is being addressed collaboratively where professionals of both forms of counselling work together for the improvement of the profession.

**Courtland Lee** (USA)

Dr Lee queried about the situation of Indigenous Counselling.

**Esnaty Obetile** (Botswana)

Ms Obetile reported that a workshop is being planning a workshop as a way of collaborating and discussing issues such as training, standards and quality for indigeneous counselling and Western counselling.

**Yvonne de Kruyff** (Netherlands/EAC)

Ms de Kruyff queried how counseling can be more wide-spread than school counselling and how counselling can also be included more in the health field. She noted that at times the word coming before counselling (e.g. School counselling/health counselling/pastoral counselling) is more important than the word counselling itself. She queried: How can we make counselling the most important word.

**Esnaty Obetile** (Botswana)

Ms Obetile answered that in Botswana one focuses on careers and on the social and educational aspect of school counselling whilst with Mental Health Counselling the focus is more on the individual and perhaps spiritual. She noted that approaches used is affected by one's training.

**Dione Mifsud** (Malta)

Dr Mifsud referred to Ms Obetile's reference to the importance of an African association and tht this attends the Botswana Conference. Dr Mifsud queried if there were any challenges amongst national association and this African Association and what IAC could do, in a context where the African Association is already established.

**Esnaty Obetile** (Botswana)

Ms Obetile did not regard this as an unreachable goal but that one needed to find an effective strategy

**Dione Mifsud** (Malta)

Dr Mifsud observed that Botswana needed to take the lead on this, but that IAC would support. He reported that IAC will be helping the Malawi Association through the Projects' Roundtable.

Given the schedule and the time, Dr Mifsud closed the discussion, thanked Ms Obetile for her speech and directed members present to the coffee Break at the Oracle Foyer.

**Session 2 11:00 - Noon**

**Minute 27: Reflective writing workshop**

Professor Jeannie Wright led a workshop on Reflective writing as a vehicle for clarity and bridge building (Figure 1)

The invitation to you over the next hour or so is to write on paper or screen, the choice is yours. This writing is for your eyes only. I will not suggest that you share it with anyone until and if you are ready to.

In between brief writing activities, I will ask you to talk to a small group of people around you, not about the content of your writing, but about the process.

#### **Room layout**

The workshop will be experiential, that is, there will be very little didactic input from me; my role will be to facilitate participants' writing and working with individual and group experience.

#### **Equipment**

There will be some short, 'for your eyes only' writing activities and therefore if participants bring paper /notebooks /electronic devices, if that's their choice, all the better.

Figure 1: Reflective writing as a vehicle for clarity and bridge building

### **Session 3 Noon – 12:30**

#### **Minute 28: Presenting the IAC 2016-2021 strategic plan (Appendix C)**

Mr Kelly introduced the strategic plan and its rationale. He explained that this plan was based on the members' survey which had been distributed before and during the Verona conference. He encouraged associations to give IAC feedback on this document and to regard this document as their own as well. He then explained Appendix C in detail where the focus was on teamwork and collaboration.

### **Session 4 Afternoon Session 14:00 – 16:30**

#### **Minute 29: Brainstorming and Discussion**

**Philip Armstrong** (Australia) wondered about duplication of resources. Many national organizations have their own journal, Professional Development, promotion, and do their own work for it. Would IAC think about putting boots on the ground - delivering something tangible. IAC can delineate themselves by doing something that people need like helping countries in need. Boots on the ground as opposed to copying what national and regional associations already do. IAC could end up competing with us. We don't want to be competing we want to be working together. IAC is competing with national and regional organizations.

**Dione Mifsud** (Chair/IAC President) noted that IAC we want to work collaboratively and together with rather than to compete with the national associations. He reminded that IAC has a projects' round table that is being launched during this conference.

**Sue Webb** (New Zealand) remarked that IAC has a really important point of difference with all the other Associations - Respect for cultural difference. This is about working with people to promote growth within their settings. This is what IAC has held as its focus. She noted that the articles in the IJAC would not get published in other places. IJAC provides a setting for people who would struggle to get published in other places. This is about us focusing on how IAC should continue the respect and inclusivity of counselling practice and what we have to offer each other.

**Silvia Galea** (Malta, MACP President) reflected that IAC is a learning community for counsellors. We all come from different places. We can help each other to improve our practices and understand how other people are evolving, whilst respecting our traditions, respecting where we come from. Galea noted that IAC cannot take a top-down position as - "we are here to help you." We are all here to learn from each others."

**Yvonne de Kruyff** (Netherlands/EAC President) queried how the organization is organized.

**Dione Mifsud** (Chair/IAC President) noted that IAC is a voluntary Organization and gave details of what IAC is, details available on the IAC website.

**Yvonne de Kruyff** (Netherlands/EAC President) queried primary affiliation with IAC or with EAC.

**Naoise Kelly** (Ireland/IAC Acting CEO) noted that one of the goals of IAC is to enhance our infrastructure. He acknowledged that IAC has not been good at communicating the structure of what its activities and strategies and that IAC needs to do more work on building the infrastructure. A lot of work to do.

**Philip Armstrong** (Australia) narrated that when he goes to New they wouldn't want to hear about best practices, and a journal, and all 'this other stuff'. They do not have training and they do not have benefits. They don't have counsellor education.

**Eugene McHugh** (Ireland/IACP) queried is there any relevance of IAC worldwide and reflected that there isn't any. He noted that what was being proposed would take serious resources. It is easy to write this, but can sit on the shelf. The main question is how to put it into practice.

**Dione Mifsud** (Chair/IAC President) noted the issue is how to make the strategy document work. He explained the need for a lot of financial resources and explained that IAC will be actively seeking such resources. He reminded that during the morning session of this meeting he had asked associations present what they can you do to help IAC and what IAC can do to help.

He gave an example of how the Malta Red Cross offers international training and helps local agencies to train their own people.

**Esnaty Obetile** (Botswana) noted the African countries get minimum support from the government for advanced professional training. It is up to the individuals to set up the training. She suggested that IAC could invest in countries that have a challenge supporting training and to work with UNESCO to build training networks.

**Bill Borgen** (Canada/IAC past president) reminded that the 2002 conference - African Conference on Guidance and Counselling - held in Nairobi Kenya was only possible because of funding from IAC and UNESCO. The conference was planned in eight weeks, pulled together delegates from 33 sub-Saharan delegates. He noted that this was a complex process and IAC had waited for two years until the budget converged. He explained that IAC has had a role with UNESCO doing training in Bahrain and other places. He noted that IAC needs to ask: What is UNESCO interested in? How well does what UNESCO want fit with IAC? How can IAC mobilize?

He noted that whatever IAC does, some people's point of view would regard it needing to be doing something else. He noted that the precise purpose of this meeting was to get people's opinions of where is a place to start. He acknowledged that this is complex process but a very interesting experience. Borgen regards IAC as a precious organization and what he particularly likes about the IAC group is that it thinks about what it look like now.

**Helen Coles** (UK/BACP) noted that IAC needs to think about smaller organizations where large/wealthy organizations put themselves up for elections, where developing organizations would choose the organization they need. She noted that this is a new idea, she just thought about it this morning.

**Courtland Lee** (USA/ACA) noted that in 1997/98 IAC switched from IRTAC to IAC. He reflected that he has been struggling with what it means to be an International Association: What is it that we can

offer around the world that is not being offered at the local or national level? He noted that IAC cannot even come up with a common definition/ statement of what counselling means. This is why it is important to get feedback from members present about what it means to be an International Association.

**Eugene McHugh** (Ireland/IACP) queried: What is the focus of IAC? Why does it exist? In a modern world, what is the focus of IAC?

**Blythe Shepard** (Canada, IAC EC member) wanted to pick up on the training idea. As an indigenous person from Canada, she expressed that as an indigenous person, she thinks that indigenous people have been colonized enough. She noted that she has never thought that IAC would be a training institute coming into Canada.

**Tim Bond** (UK/IAC EC member) noted that in this sort of exchange, we see the value of IAC - it stretches awareness of key issues. Such encounters stretch our awareness of how we can meet the needs presented. IAC is a precious forum in which these ideas can be expressed.

**Sue Webb** (New Zealand) explained that, coming from a very small country that is well developed, New Zealanders have had a number of attempted interventions by people not from New Zealand attempting to sell their curricula and ideas. These attempts to help have been regarded as really insulting. IAC offers a respect for difference - an ongoing dialogue that does not involve a superior partner giving something to an inferior.

**Dione Mifsud** (Chair/IAC President) noted that the IAC title is International. IAC does not expect to teach or do learning, but to ASSOCIATE. It is about celebrating differences - not about making the differences into huge stumbling blocks. He implored: "The world is becoming more internationalized. Let's work together."

**Silvia Galea** (Malta/MACP President) noted that everything starts with a vision. How it materializes can be different in all parts of the world. We need to be humble enough to receive and generous to give. Galea thanked IAC for the strategy document as it was clear that this involved a lot of work.

**John Prysor-Jones** (Wales/IAC EC member) shared the experience of the planning of the Practitioners' Round Table. He reported that he received emails from around the world where counsellors wished to join a community. My own national associations do not do something for me. We do something else. There will be another round table which you will be invited to tomorrow. There is value for these conferences. Sometimes means hearing things that are not comfortable.

**Naoise Kelly** (Ireland/IAC Acting CEO) reflected that one of the things we have great potential to continue doing is the Advocacy centre. IAC can work with other organizations such as the WHO. Kelly commented that what is decided by the various international organizations does come down the stream.

He noted that IAC is hearing loud and clear that what is needed by member-associations - a voice for counselling. He reported that UNESCO wants to hear more from IAC. In Europe for people who suffer as a result of crime, the EU has a victims' directive - victims of counselling are entitled to counselling as a right. Counselling needs a voice to be part of the trans-disciplinary teams to develop the policies. Last year, the Presidents and Chairs in Italy came to IAC to write a letter in support of counsellors. This made a difference and had an impact at government level.

**John Prysor-Jones** (Wales/IAC EC member) noted that the Italian courts have accepted the definition of counselling that IAC put in the letter.

**Silvia Galea** (Malta/MACP president) reported a similar Maltese Experience, where the IAC 2008 conference held in Malta acted as an impetus for the legislation of the profession.

**Jessica Bertolani** (Italy) reported that what happened in Italy is not all good things and some counsellors are losing faith. She noted that she would like the minutes of this meeting to be translated in Italian.

**Marco Andreoli** (Italy) insisted that we need to find a clear definition of what counselling is. What you need to become.

**Dione Mifsud** (Chair/IAC President) spoke more about Counselling in Italy. There were 3000 counsellors with difficulty in being recognised. He noted that counselling in Malta started gaining ground with the IAC conferences.

**Esnaty Obetile** (Botswana) queried what it means that when someone says that one is a member of IAC. She explained that when IAC EC Member from Botswana Selebaleng Mmpatsi had presented IAC to her association, he had noted that IAC would bring the Botswana association a solution to what her association have been battling with regard to social work. Obetile noted that her association still needs this support.

**Philip Armstrong** (Australian President) recommended that IAC develops resources and goes into countries which need support -develop the resources for boots on the ground. Go into Asia and introduce yourselves.

**Dione Mifsud** (Chair/IAC President) ran through where the next conferences are moving  
2017 Buenos Aires, Argentina; 2018 Gabarone, Botswana/ 2019 Bangalore India/ 2020  
SarawakMalaysia

**Jessica Bertolani** (Italy) noted that the Federation of Counselling Associations in Italy has been working with other Italian association to try to find common vision and one mission statement to establish a common ground.

She noted that this would not be easy, but that when she returned to Italy, the Federation and associations will start this work together.

All the Presidents of the Italian Associations agree that they want to harmonize and be together not only on a nationally but also on an international level. She reflected that in English there are words, Take Care and Cure but in Italy, there is not the equivalent of 'take care', only cure. She noted that psychiatrists want to do it all -take care, and cure. Italian associations think that counsellors should 'take care' and medical doctors 'cure'.

Her personal thought was that IAC should bring together the reason to develop a higher common definition. She believes in the IAC, but also perceived a need for more political outreach. If IAC wants every single country to be strengthened, then national association need to present counselling as a different way to solve problems.

**Blythe Shepard** (Canada/IAC EC Member) introduced the Indigenous Roundtable. This was followed by a brief discussion for explanations and clarifications about this Roundtable.

**Bill Borgen** (Canada/IAC EC Member) introduced the Projects Roundtable. This was followed by a brief discussion for explanations and clarifications about this Roundtable.

**Tim Bond** (UK/IAC EC Member) introduced the concept of the new proposed Competencies Round Table. This was followed by a brief discussion for explanations and clarifications about this Roundtable.



**Minute 30: The 2017 IAC Conference – Buenos Aires Argentina**

**Guillermo Hernan Garcia Arias** (Argentina, IAC EC member) presented 2017 IAC Conference Argentinian video.

LINK: <https://drive.google.com/a/um.edu.mt/file/d/0Bxdw20OrxllodWVaZTU3RnRfc2s/view?pli=1>

**Dione Mifsud** (Chair/IAC President) adjourned this third Presidents' and Chairs' third meeting. His parting message was to: "Please take this conversation away with you".

The next meeting will be held in Argentina in April 2017. The specific date and time for the fourth Presidents' and Chairs' Roundtable will be communicated with all present in due course.

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Dr Ruth Falzon  
Secretary, Round Table Meeting 3-9-2015  
IAC Treasurer

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Dr Dione Mifsud  
IAC President

Sunday July 10<sup>th</sup>, 2016



Slide 1

# MENTAL HEALTH, WELLNESS AND EDUCATION IN SOUTHERN AFRICA


Presenter: Esnaty B. Obetile  
MED(Counseling and Human Services), University  
of Botswana



Slide 2

## INTRODUCTION

- ▶ The presentation shall briefly discuss counselling activities in Africa
- ▶ Botswana as a country in Southern Africa counselling state shall be discussed independently not as a standard of all African states
- ▶ Background review of the economic and social status of Botswana shall also be discussed to guide the preparations for 2018 IAC-Africa Conference



## ESTABLISHMENT OF ASSOCIATIONS AND COUNCILS IN AFRICA

- ▶ Evidence of the existence of counselling in Africa could be traced back to 1959(Aluedo, 2000). Identified activities were career workshops and guidance activities that lead to the establishment of Nigerian Career Council that eventually materialized the **Counselling Association for Nigeria**
- ▶ Dr Wayne Mack led the inception of the **Association of Certified Biblical Counsellors (ACBC Africa)** in the 1970's. Its mandate is to facilitate quality biblical counselling in Africa by training and certifying competent biblical counsellors in local churches (Van Der Walt, 2015).

## CONTINUE

- ▶ **African Association For Pastoral Studies and Counselling (AAPSC)** was established by African specialists in pastoral theology and counselling to contextualize their pastoral ministry in order to meet the needs of African Christians by trying to establish relations between culture, sociology, psychotherapy, psychiatry, religion, western theology and the emerging African theology

## Continue

- ▶ **Eastern and Southern Africa Counselling Association (ESACA)** exist to increase the quality and effectiveness of counselling in the region.
- ▶ It promotes and facilitate networking, collaboration and consultancy amongst members through email linkages
- ▶ It assists national associations to register as NGO and advertise their services

- ▶ **Guidance, Counselling and Youth Development Centre for Africa (GCYDCA)** was established in 1994 to promote capacity building of teachers and trainers in guidance and counselling to foster behaviors and principles that are consistent with educational, social and cultural values of the region

- ▶ African Association for Counsellors held its ever first National Conference in Malawi, Lilongwe in 2014 with the support of GCYDCA and NBCC–International–USA. It exist to attend and support of psychosocial support and identification of professional counsellors to add substance to the counselling profession in Africa.

## CONTINUE

- ▶ Council for Counsellors in South Africa was established to meet the urgent need for a professional body to regulate non–psychologist counsellors and to provide consistency in the standards across and within provinces in South Africa, and across different settings (2013)



## Brief Background

- ❖ Small landlocked country in Southern Africa
- ❖ Population of about two million
- ❖ Major income from diamonds and tourism
- ❖ The World Bank Overview describes it as a fast growing middle income country of a GDP of about \$70 when it gained independence in 1966 but now it has a growth of 5% per due to the improved sale of diamonds
- ❖ It has political stability due to free and fair election of its democracy
- ❖ Has the Headquarters of Southern African Development Community (SADC)

- ▶ Shortages of electricity and water supply had been challenging the manufacturing industries and agricultural projects. It is hopeful that the economy of Botswana is to rebound with a projected GDP growth rate of 3.7% in 2016 and 4.3% in 2017 due the diamonds sales and non-mining activities.

**Jwaneng Diamond mine is one of the richest in the world**





## SADC Headquarters In Gaborone



## Counselling Activities in Botswana

- ▶ Development of counselling started as a need for career guidance services for students in secondary schools in order to prepare them for career training at tertiary level, as far as 1963 before Botswana got independence from Britain.
- ▶ It started with a workshop of a group of secondary teachers to train in career guidance.
- ▶ In 1985 in-service training was done for teacher-counsellors in addition to their core subject and pre-service training in guidance and counselling.

- ▶ In the early 1990's, a focus on mental health issues outside the education arose due to the impact of the HIV/AIDS epidemic in the country
- ▶ General counselling increasingly developed in other setting of government ministries and community agencies, NGO, prisons, churches, and private agencies.
- ▶ There was a need for training the practitioners in all these settings. The University of Botswana (UB) started a program to train counselors for Master of Education in Counseling and Human Services around 2002.

## Continue

- ▶ Only individuals who could sponsor themselves managed to do this degree.
- ▶ The Ministry of Education and Skills Development asked UB to start at a much affordable level of a bachelor degree to train teachers who would eventually train as professional counsellors
- ▶ Currently this is what is happening as a way of developing counselling in Botswana

## Development of Counselling

- ▶ One other University also started a bachelor degree that train in counselling
- ▶ Eventually after the starting of counselling due to HIV and AIDS, some agencies started running workshops to issue certificates to trainees for counselling.
- ▶ The development of counselling brought the inception of three counselling associations. Botswana Counselling Association (BCA) being one of these, was formally registered in October 31<sup>st</sup>, 2005 and officially launched in 2007 in order to establish a forum for counsellors to discuss ideas and development strategies for meeting challenges and divers needs of the country.

- ▶ BCA exist to promote and protect the interest of counselling , psychological and development services and monitor the delivery of these services in Botswana
- ▶ Member of BCA are counsellors, clinical psychologists, and social workers.
- ▶ It has held 2 international conferences, in 2012 and 2013.

## Contemporary Issues

- ❖ Income inequality
- ❖ Unemployment
- ❖ Teenage Pregnancy
- ❖ Drug and Substance Abuse
- ❖ Prostitution
- ❖ Human trafficking
- ❖ HIV and AIDS
- ❖ Declining school academic results
- ❖ Shortages of water and electricity

## Forecast for counselling in Botswana and Africa

- ▶ To establish structures and strategies for counselling and training which is multicultural in delivery
- ▶ To develop standards of practice that are relevant and meet international standard
- ▶ To participate in international counselling conferences in order to network and upscale relevance of counselling in the developing cultures
- ▶ To encourage research and growth in psychosocial support

- ▶ Stigma and discrimination
- ▶ Gender issues
- ▶ Moral decay
- ▶ High rates of divorce
- ▶ Orphanhood
- ▶ Intergenerational relationships
- ▶ Addiction
- ▶ Divorce

- ▶ To address counselors' challenges in the region
- ▶ To educate and involve governments in understanding counselling so as to address the contradictions with social work and psychology
- ▶ To advocate for the tenacity of counselling as a profession by its own right without justification of other fields by counselors themselves

- ▶ There is need for BCA to connect with other bodies of counselling to network and benchmark standards of practice and activities for counselling
- ▶ As a non profiting organization, BCA has to engage in strategies that could involve members for them to retain activities that fund the organization

## REFERENCES

- ▶ <http://www.c4csa.org/cpd/>
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- ▶ [http://www.sla5.org/wp\\_content/uploads/2015/07/ACBC.jpg](http://www.sla5.org/wp_content/uploads/2015/07/ACBC.jpg)
- ▶ [http://www.orgs.tigweb.org.eastern\\_and\\_southernafrica\\_counselling\\_esaca](http://www.orgs.tigweb.org.eastern_and_southernafrica_counselling_esaca)
- ▶ [https://www.en.wikipedia.org/wiki/Economy\\_of\\_Botswana](https://www.en.wikipedia.org/wiki/Economy_of_Botswana)
- ▶ <http://www.worldbank.org/en/country/botswana/overview>
- ▶ <http://www.our-africa.org/botswana>

KEA LEBOGA. THANK YOU



**Proudly Botswana**

International Association for Counselling (IAC)

Strategy 2016 - 2021



**Connecting Counsellors Worldwide**



# IAC Strategy 2016 – 2021

## Development of Counselling

We will advance the field of counselling through practice, education, research and policy initiatives.

## Strengthening Partnerships

We will strengthen and build the connections with our International, National, Institutional and Project Partners.

## Members and Services

We will increase and support our membership base, offering our members enhanced services through our roundtables, webinars, newsletters, journal and conferences.

### Our Vision

A world where counselling is available to all

### Our Mission

To advance counselling worldwide through Practice, Education and Research

### Our Values

Respect  
Integrity  
Excellence  
Service  
Commitment  
Partnership

## Enhancing our Infrastructure

We will enhance IAC's structure to ensure equal and inclusive representation from all world regions and cultures. As a team, we will professionally deliver our aims and services.

## Enhancing the Profile of Counselling

We will raise the profile of counselling internationally by utilising our global connections, technology, and relationships. IAC will become the leading voice for counselling worldwide.

## Connecting Our Members

We will serve as a platform for counsellors and organisations worldwide to share ideas and expertise, and enable them to act together to advance counselling practice, education and research.

## Introduction

Dear Members,

As we celebrate 50 years of the International Association for Counselling (IAC), I am very pleased to introduce the IAC strategic plan 2016-2021. In 2016, many countries and people are at a time of unprecedented strain. As a global community of counsellors it is crucial that we come together and work towards the IAC vision of "a world where counselling is available to all". Counselling is growing worldwide and it is important that counsellors have a leading, unifying voice that represents them internationally. Through our strategy, we have committed IAC to playing our part in advancing the field of counselling worldwide and promoting health, well-being, respect, social justice and peace. As counsellors and responsible individuals of the international community we have an unparalleled opportunity to succeed by working together through common principles and goals.

The IAC strategic planning process took place over the past year. In essence, the strategy was formulated by asking basic questions about where IAC has come from, where we are now, and where we want to be in the future. A crucial element of the process was the IAC member survey. Through this, we received a large volume of honest and heartfelt views about the current state of IAC and recommendations for the future. Following analysis of the responses, we reviewed the IAC mission, vision and values and examined the relevant internal and external factors. We derived inspiration from kindred international organisations that successfully achieve their aims, and considered the wider political, economic, social and technological environment that impacts IAC. Following identification of our goals and objectives, we reviewed and adjusted the plan to ensure a match with our capacity and resources.

I would like to thank the *Strategy and Re-visioning Group* for their dedication to the future of counselling. I am confident that by remaining focused on our mission, we will meet the commitments of this ambitious, yet achievable, strategy and build on the excellent history and strengths of IAC.

Dione Mifsud  
President of IAC

## **International Association for Counselling Strategy**

**Vision:** A world where counselling is available to all.

**Mission:** To serve as an international leader and catalyst for counsellors and counselling associations by advancing culturally relevant counselling practice, research and policy to promote well-being, respect, social justice and peace worldwide.

### **Core Values:**

- **Respect:** For the dignity, value and human rights of individuals and communities.
- **Integrity:** Honesty, accountability and ethical behaviour.
- **Excellence:** Demonstrated by the quality and professionalism of IAC's work.
- **Service:** To our membership and wider society.
- **Commitment:** To benefit humanity and improve people's lives.
- **Collaboration:** An inclusive culture that values diverse perspectives, the power of common vision, and equality among peers.

IAC seeks to advance counselling by uniting counsellors globally, serving as an international resource to individuals and associations in the following six Goal Areas:

### **Goal Areas:**

1. **Development of Counselling**
2. **Strengthening Partnership and Collaboration**
3. **Members and Services**
4. **Enhancing our Infrastructure**
5. **Enhancing the Profile of Counselling Internationally**
6. **Connecting our Members**

### **Goal 1: Development of Counselling**

This is IAC's central goal and directly relates to our overall purpose. We will advance the field of counselling through Practice, Education, Advocacy and Research initiatives.

#### **Objectives (4): Practice, Education, Advocacy, Research.**

**Practice:** To improve and communicate best practices in the application of counselling. As a leader and partner, IAC will promote the application of counselling knowledge and skills to enable the resolution of personal, societal and global challenges. To do this we will:

- Promote the practical application of counselling research findings to daily living.
- Ensure a specific information sharing programme about counselling practice is available to members and a wider audience.
- Promote and develop the IAC **Practitioners' Round Table**.
- Encourage the utilisation of counselling best-practice within a wide range of healthcare and education settings.
- Create an online practitioners' forum where all aspects of practitioner experiences, challenges, conditions and successes can be explored.
- Develop practical tools to enhance counselling practice internationally.
- Support the global expansion of counselling practice.

**Education:** To promote quality counselling education and lifelong learning for every counsellor. To do this we will:

- Support the increased availability of quality counselling education worldwide.
- Increase professional education opportunities and resources for IAC members.
- Develop the IAC website to serve as an international clearinghouse for counselling information and counsellor education resources.
- Ensure that counselling education is culturally sensitive and competent.
- Ensure broader recognition of IAC continuing education opportunities and their endorsement by national and international associations and education institutes.
- Promote expansion of interdisciplinary educational exchange to optimise learning and partnership in the fields of healthcare and education.
- Encourage and develop *evidence-based practice* and *practice-based evidence* in counselling internationally.
- Explore opportunities for multiple learning pathways in counselling worldwide.

**Advocacy:** IAC seeks to influence international and national policy for the advancement of counselling. To do this we will:

- Work with intergovernmental organisations (e.g. UNESCO, WHO, ILO, ECOSOC, UNICEF).
- Engage with international NGOs to support counselling.
- Systematically advocate for counselling in each world region and ensure it is sensitive to local cultural and traditional practices.
- Provide practical assistance (e.g. letters of support, official meetings with government) to national associations to advance their counselling recognition aims.
- Advocate for the inclusion of counselling in a wide range of national and international healthcare and education policies.
- Support the right to counselling for people whose lives have been disrupted by crime, trauma, or displacement.
- Campaign to raise awareness of the efficacy and value of counselling.

**Research:** IAC aims to support the advancement of counselling research in order to impact counselling policy and practice. We aim to promote and disseminate up-to-date national and international counselling research. To do this we will:

- Promote the exchange and dissemination of counselling research knowledge internationally.
- Connect counselling-related researchers worldwide through the IAC website and network.
- Promote and develop the IAC research roundtable.
- Compile data on counselling worldwide, including: demographics, types of counselling, best practices, counselling efficacy and employment trends.
- Increase the level of research dissemination from the IAC annual conference.
- Generate and disseminate interdisciplinary research and develop new knowledge and practice.
- Upgrade the profile and increase the circulation of IAC's quarterly journal: International Journal for the Advancement of Counselling.
- Identify and seek funding for collaborative international counselling research.
- Encourage practitioners to critically reflect on their own practice.
- Identify and promote research which addresses cultural issues in counselling.

## Goal 2: Strengthening Partnership and Collaboration

We will strengthen and build connections with our International, National and Organisational partners. To do this we will:

- Strengthen connections with national and regional associations to increase capacity and sustainable partnership.
- Utilise the IAC network, expertise, and resources to facilitate joint counselling projects worldwide.
- Support our national association partners in the development and enhancement of counselling in their home countries.
- Encourage members to initiate transnational educational, practice and research exchanges.
- Actively engage counselling organisations, national associations, universities, colleges, education institutes, agencies, and counselling services as potential partner and member associations.
- Collaborate with kindred and overlapping professions including: psychotherapy, guidance, psychology, psychiatry, nursing, social work and allied mental health professions.
- Explore opportunities to develop counselling's contribution to multi-disciplinary response teams following traumatic humanitarian crises.
- Utilise technology to facilitate increased communication between partners.

### **Goal 3: Members and Services**

We will increase our individual and organisational membership base across all world regions. We will enhance the representation, support and services provided to members. To do this we will:

- Partner and collaborate with national associations across all world regions, to encourage involvement by their members in counselling internationally.
- Increase membership by raising awareness of the relevance and value of IAC membership and promote the new low-cost membership categories.
- Enhance services to all member categories through the delivery of new professional and educational benefits (listed on website).
- Seek to reduce language and accessibility barriers.
- List international counselling opportunities on our website.
- Expand and enhance the delivery of webinars, roundtables, webcasts and newsletters.
- Encourage those from kindred and overlapping professions (e.g. psychotherapy, social work, guidance, psychology, psychiatry, nursing) to join IAC.
- Pro-actively welcome and encourage student participation in IAC, thereby attracting a new generation of counselling leaders internationally.
- Improve the IAC website and utilise it as a platform for connectivity and the delivery of information.
- Regularly survey IAC members to ensure satisfaction with direction and services.
- Monitor and increase retention and engagement of members.

#### **Goal 4: Enhancing our Infrastructure**

We will optimise IAC's structures and systems to ensure equal and inclusive representation from all world regions and cultures. As an Executive council, our committee, sub-committees, and personnel will professionally deliver our services and aims. To do this we will:

- Update our governance documents to solidify pan-global contribution.
- Re-structure the executive council to ensure representation from each world region.
- Review and update IAC's incorporation provisions.
- Strengthen and expand our formal links with international organisations.
- Maximize organisational effectiveness through strategic planning and implementation.
- Develop an e-voting system and process.
- Generate revenue through sponsorship, grant application and fundraising initiatives.
- Clearly define executive and committee member functions and responsibilities.
- Apply good governance principles for an international NGO at all levels of IAC.
- Maintain financial integrity through prudent and accountable financial processes.
- Develop resources (human, financial and technological) that support growth and development of the individual counsellor and the profession globally.

#### **Goal 5: Enhancing the Profile of Counselling Internationally**



We will raise the profile of counselling by utilising our global connections, technology and relationships. IAC will serve as a strong and uniting global voice for counselling. To do this we will:

- Increase IAC presence on digital and social media.
- Advocate for counselling through attendance at international events and conferences run by intergovernmental organisations, international NGOs and partner organisations.
- Distribute IAC information to a broader global audience within the fields of health and education.
- Widely distribute the IAC logo to members, encouraging its display as support for the development of counselling worldwide.
- Continually highlight the value and importance of counselling in the promotion of wellbeing, mental health, education and human rights.
- Disseminate IAC's journal (*International Journal for the Advancement of Counselling*) to a wider audience.
- Support the network of IAC members in their work to raise the profile of counselling in their nations and world regions.
- Increase IAC engagement with international media.
- Enhance the IAC website as resource and tool for anyone seeking to learn more about counselling.
- Contribute to, and advertise in, relevant national and international publications.
- Increase awareness of IAC among student counsellors worldwide.
- Increase awareness of counselling and IAC among individuals working in the field of counselling and allied professions.

### **Goal 6: Connecting Our Members**

We will serve as a platform for counsellors worldwide to connect and share ideas on counselling, education and research with individuals, experts and organisations. To do this we will:

- Build a successful online counselling community by utilising networking technology to improve communication, collaboration, and support for counsellors.
- Create and maintain an interactive digital venue that encourages the exchange of ideas and resources pertinent to counselling worldwide.
- Develop and promote the IAC projects roundtable
- Enable counsellors to gain equitable access to human and information resources that may not be available in their locality.
- Reduce isolation and disconnectedness that counsellors can experience.
- Support the online development of the IAC roundtables (Ethics, International Projects, International Research, Counselling Practitioners, Student Practitioners, Presidents and Chairpersons, Peace and Social Justice).
- Build IAC's capacity as an integrated technology environment.
- Improve member communication by encouraging collaboration on transnational research, education projects, and exchanges.
- Facilitate counsellors who wish to make contact with counsellors in other countries.
- Consider real-time communication possibilities for a variety of counselling groups.
- Bringing together members from across the world to meet face-to-face at our annual conference.
- Encourage the sharing of counselling ideas, research, and practices.
- Explore the idea of an online conference.

## Implementation and Measurement

An important element of our strategy is having ways to ensure that we are moving in the right direction - towards achieving our mission and vision. Each goal area will be considered in the following terms:

- What has to happen in this area for successful outcomes?
- How can we measure progress in this area?

Each year, an annual plan and budget will detail the priorities and related actions. These plans will include timeframes, outcomes and personnel involved. The plans will be evaluated across each goal area and selected criteria. Implementation will be monitored by the Executive Council.

This process will ensure that more is achieved, and that the strategy is implemented through a systematic, accountable process that entails assessment, reporting and revision.

### Sample measurement criteria include:

- Number of transnational projects initiated.
- Representation on council from each world region.
- Number of professional education opportunities offered by IAC.
- Number of new and retained members in all categories.
- Feedback from membership (all categories).
- Figures for organisational income and expenditure.
- Quantity of practical assistance provided to national counselling associations.
- Number of roundtable and online meetings held.
- Number of meetings with intergovernmental organisations (UN, WHO, ILO, EU).
- Number of CEU endorsements by national associations for IAC activities.
- Qualitative feedback from roundtable participants.
- Level of circulation of IAC's quarterly journal.
- Quantity of research disseminated.
- Number of project collaborations with kindred and overlapping professions.
- IAC activity levels in each world region.
- Quantity of new services offered to members.
- Number of formal links established with international organisations.
- Quantifiable IAC presence on digital and social media.