



William Glasser International  
WGI Board Meeting 118 Minutes  
Sunday, January 31, 2021 at 1300 UTC

Zoom information: 275-698-2209  
<https://zoom.us/j/2756982209>

**In Attendance**

Farida D'Silva Dias  
Jae Hwang Park – (left 1413 UTC)  
Eun-Jin Kim (EJ)  
Lynn Sumida  
Bette Blance  
Denzyl Witbooi  
Juan Pablo Aljure (left 1453 UTC)  
Sonia Muñoz (left 1622 UTC)  
Sergei Bogolepov (left 1414 UTC)  
Nancy Herrick  
Kalikamurti Saraswati Suich  
Boba Lojk (left 1400 UTC)  
Shruti Tekwani (left 1612 UTC)  
Fumiko Hamada  
Edmund Chong Kah Phoon  
Lois Dasilva Knapton  
Kim Olver  
Ankica Bakovic  
Ahmed Ait El Madani (left 1619 UTC)  
John Cooper  
Meenakshi Mhambre  
Hana Alsane  
Dr. Al Marhabi  
Dubravka Stijacic (arrived late when? Left when?)  
Denise Daub

**Apologies**

Ruth Bradbrook

**1. Welcome and Introductions.**

Nancy Herrick Continuing on board for this meeting  
Ahmed – new France rep  
Lois – non-voting attending  
Jae-Park attending to say goodbye (EJ) replacing  
Sergey - wants to be nominated to the board  
Ankica new rep  
Bette new rep for NZ  
Denzyl rep for So. Africa until new rep  
EJ new rep for Korea  
Shruti new Vice Chair  
Dr. Marhabi -Saudi Arabia rep



Juan Pablo – introduce Sonia (Colombia)  
Kalika (Australia)  
Lynn Sumida new rep for Canada  
Meenakshi (India)  
Hana (Kuwait)

***Kim explains Consensus Model:***

0-5

5-in favor – willing to lead the action on the proposal (must have one 5 to go forward)

4-in favor – cannot be in charge but will help

3-in favor – no time to invest

2-questions before you can consensus (stop the process)

1-not in favor-not a good idea (don't want to stop process)

0-absolutely not (against-don't think you should go forward) – board can ask what it would take to get them to at least a 1

People who brought up the motion and the person who voted 0 meet to try to resolve.

Democratic vote if cannot move from the 0 by the next board meeting

\*Juan Pablo note about voting - maybe new board will revise and change.

**2. Approve December 2020 minutes**

Fumiko – 4  
Shruti – 5  
Nancy – 4  
Juan Pablo – 4  
Farida – 5  
Jae-Park – 4  
Kalika – 4

**Minutes approved.**

John reviews and explained election policy. Questions from Denzyl & Lynn about proxies.

Kalika explains proxies (at recording time 1:00)

---

**(at recording time 1:05)**

**\*\*Boba said EART will no longer be a member of WGI. Ireland, UK & Russia will decide whether they will stay members. EIRT wants to stay connected and associated with WGI. Wants to discuss how we will stay in contact.**

**Boba – left 1356 UTC**

---

**(at recording 1:10)**



William Glasser International  
WGI Board Meeting 118 Minutes  
Sunday, January 31, 2021 at 1300 UTC

Juan Pablo question on Election Policy: Please explain why the new Chairperson is required to be from the past Board. Who approved that? It is supposed to be chosen from any of the Board Members.

Board policy: have to be on the board for a year before you can take an office on Executive board (this was the case from the original policy and carried over into the new one)

Discussion: about requirement of having any members to the Executive board be from the old board.

Current Policy: 4 members, Chair, Vice Chair, Secretary & Treasurer

New Policy: adds a 5<sup>th</sup> and 6<sup>th</sup> member - Youth Representative and a past Chair.

**First Vote: Election Policy**

Farida – 5

Lynn – 1

Nancy – 1

Kalika – 5

Shruti – 5

Fumiko – 5

Sonia – 1

Hana – 3

Al Marhabi – 3

**(at recording 1:54)**

**First vote was held**

**Discussion: What would be needed to move from 1 to a 3?**

Allow new people to come on the Executive board without the requirement of one year on general board.

Denzyl suggestion: Youth representative change to Youth Officer or Director

Kalika explains Executive board's role in the organization.

**Proposal: 2 new people, 3 people from past & 1 youth director on executive board.**

**3. Final Vote: Election Policy**

Farida – 5

Lynn – 5

Nancy – 4

Kalika – 3

Shruti – 3

Fumiko – 3

Sonia – 5

Hana – 4

Al Marhabi – 5



EJ – not voting  
Denzyl – not voting

### **Policy Passed**

**(at recording 2:20)**

This decision enabled the election to proceed. The information needs to be recorded and become part of the information for the Constitution / Governance Committee.

### **4. Executive Elections**

Kim: What position would you like to apply for?

Sonia: Vice Chair

Lynn: Chair

Shruti-Vice Chair

Fumiko-Secretary

Farida-Chair

Kalika-Treasurer

John -Past Chair

### **Statements for Chair**

**Each person gave a statement about their qualifications and why they wanted to serve.**

Farida - been on board 2 years, learned a lot. 30 years of management and member on several board. Likes the challenges of new board. Mos needed to be rep and heard. Not the greatest or best but believe I can make a difference, using CT (at recording 2:32)

Lynn - currently VP for Canada, involved a long time. Watched the development, liked to work behind the scenes in the past. Involved in training guidelines. Likes the big picture and loves Glasser's work. Interested in leadership, runs meetings and companies. Believes she can help us move forward.

13 votes

**Farida won with 9 votes**

### **Statements for Vice Chair**

**Each person gave a statement about their qualifications and why they wanted to serve.**

Sonia -wants to help achieve goals, can help chair. With Glasser since 1988, working at school and was principle. Willing to help and work with everyone.

Shruti – board on since 2016, secretary 2017. Needed to take a break from Secretary– can't been involved. Active pushing for youth advocacy. Been very involved in conference and meetings. Wants to take on more of a active role supporting all members and boards.



13 votes

**Shruti won with 9 votes**

**Secretary**

Lynn-declined secretary position

Sonia-declined secretary position

Fumiko – (approved by all)

**Treasurer**

Sonia – declined treasurer position

Lynn-declined treasurer position.

Kalika (approved by all)

**New Executive Board**

Farida-Chair

Shruti-Vice Chair

Fumiko-Secretary

Kalika-Treasurer

Sonia – 5<sup>th</sup> position

Motion to add two new people to the Executive Board.

**Sonia agreed to take 5<sup>th</sup> position on Executive Board (uncontested)**

**Kim puts forth Lauren Joyce as the Youth Director, the current youth representative for GIFCT. She will be presenting at the Symposium**

**Youth Director election postponed until next meeting**

Kim – Global symposium coming together fine. Boba needed a different time than scheduled so needed to do some rescheduling. Zoom vs. zoom webinar

- With zoom can record video and no more than 100
- Webinar may allow recording and more than 100
- Japan is having faculty retreat that weekend

Suggested 2 agenda items for approval

- approval of US Online Basic Training
- mentoring option for approving new faculty

## **5. Faculty Mentoring Option Vote**

Nancy – 5

Kalika – 4

Shruti – 5

Fumiko – 4

Sonia – 4

EJ – 1

**Mentor program has passed**

## **6. GIFT-US Online Basic Training**

Nancy proposal: WGI endorse the newly written and reorganized online basic training course to be taught online.

Nancy – 5

Kalika – 5

Fumiko – 4

Sonia – 4

EJ – 4

**GIFCT OBT PASSED**

## **7. Consistent Meeting Time**

Farida: Doodle does not work for everyone & Nancy agrees.

Kalika clarified that Committees don't have to be made up of board members.

Lois: are board meetings open meetings? No policy – so open to everyone

**Next meeting: Saturday, February 27<sup>th</sup> 1300 UTC**

WGI Election and voting processes. January 5, 2021

WGI definition of “democracy”

A democratic process consists of an agreed system for choosing and replacing board members through free and fair elections. The active participation of WGI members and protection of rights of all WGI members.

Active participation starts at the grass root level of each country’s language and culture (MO) and engagement in the election processes are expected to be fostered by the Mos.

MO’s need to demonstrate their “democratic and transparent way” they elect their representative and this is to be written into the MO agreement with WGI.

This definition allows for consensus decision making and maintains the current voting system, plus, the fall back voting possibility of majority decision making.

It aims to protect minority rights, and ensure transparent and open governance

Howe the board operates

The board operates with lead management processes and principals and each board member is expected to understand these principals.

The processes are to include encouraging each board member opportunity to speak and be heard.

Board Terms.

Board representatives are elected for No less than 3 years

- 2 x 3 years, 2 terms of 3 years in a row
- After 2 terms, if same person is to continue, the MO must give a rationale as to why.

Executives Terms

The executive consists of the Chair, Vice Chair, Secretary and Treasurer

Executive members are elected for no less than two years.

To be eligible to be on the executive a board member must be a board member for one year prior to that and be a regular attender at meetings.

Contenders for the executive a requested to submit a written application for the executive outlining their skills and interest.

When running for an executive position rep are requested to

- a) talk with your MO members if you wish to stand for chair yourself,
- b) to vote, present information of candidates and consult MO members on who to cast the vote,
- c) reps may vote at their own will

Who can vote?

Level 1 reps

- Have a say in meetings but do not vote generally, they are perceived as observers, can join a committee but not be a chair of a committee.
  - They do vote for the Chair, Vice Chair, Secretary, Youth officer and Treasurer
- Level 2 and 3 are eligible to vote

#### Proxies

A person who attends meetings instead of official rep.

- 2 reps maximum per country per board meeting is probably practical.
- Role of proxy: can only vote on things asked by rep to vote on, will update rep with decisions made. Proxy will not replace rep. It's the elected rep's responsibility to have the proxy always be updated on issues to be discussed in board meetings.

#### WGI Board Record keeping

The WGI board as advised by the finance committee agree to how finance records be kept and that this remain the same when executive or committee members change unless the whole board votes for change.

Minute taking and agenda setting will follow the same protocols and remain consistent when executive members change.



## Words from the Chair

The journey of the Board continues. I was elected to the Australian / New Zealand position after Ivan Honey in 2012. I was elected as Chair in Dublin in 2013, to take up the position of Chair at the Toronto Conference 2014.

Toronto, a great conference with a Faculty Day where almost 100 faculty at 10 tables developed a monster list of what needed to be done following Dr Glasser's passing. There are many items still worth the attention of the continuing / new board members. For instance, how to maintain the relevancy of Dr Glasser's work as new learning happens, ensuring CT/RT language and concepts remain current and do not give a public impression of being in a time-warp. I was constantly asked to speak without the Aussie accent.

We worked on policies, the mission and vision at the Chicago Face-to-Face as we elected new people to positions.

Conference in Seoul was another great opportunity to learn about developments world-wide. I was amazed at the work at a great school, Yang-up GQS.

Croatia was an invigorating and inspiring experience. I still do not understand why Dr Glasser's Reality Therapy is not a mainstay of the practice of many counsellors, psychologists and psychiatrists in every country.

Bogota Conference excited people and great presenters kept us learning and contributing. The designer-built Rochester Choice Theory school is just wonderful.

Face to face in South Africa was where the umbrella organization discussion led to a basic framework. On all occasions we learned more about ourselves and each other.

Learnings include –

- Stick to the main business ensuring whole board discussions are on target - an appointed committee or an investigator may clarify an issue far more expediently than many hours of whole board chatter
- Always consider where any conflict of interest could possibly occur
- Be sure an annual audit is available to all of our MO's and members
- Be aware that communication in English presents a set of problems that we must consider
- Self-reflection and co-verification is good for us all
- Our greatest continuing achievement to date, I believe is, the Consensus Decision-Making Model.

"I walked a mile with pleasure;  
She chatted all the way  
But left me none the wiser  
For all she had to say.

I walked a mile with Sorrow;  
And ne'er a word said she;  
But, oh! The Things I learned from her,  
When Sorrow walked with me."

- Robert Browning Hamilton

We did learn and grow stronger following several issues which presented. Thanks for the work through some learning times

Goals; Action Plans, Business Plans, Vision, Mission

- grow plans and measure progress against them every few months.
- Allocate work to committees to include a wide field of people, some of whom may be considered experts in a field
- Promote Reality Therapy as a way forward and grow the number of people publicly endorsing Glasser's way
- Keep learning about the differences; culture, language, gender, governance
- And – Oh how many policies need to be developed, reviewed and endorsed.

"We don't see things the way they are, we see things the way we are." Anais Nini author (Was she a Choice Theorist?)

Finally – as Chair I have received enormous support, mountains of ideas and advice and I have appreciated the energy and passion people have brought to the Board. Enjoy the continuing journey.

John

Chair 2014 – 2020 (Incl)

**POSITION STANDING FOR:**  
**NAME:**  
**CTRTC**  
**PRACTICUM SUPERVISOR**  
**BASIC WEEK INSTRUCTOR**  
**SR. FACULTY**  
**SR.FACULTY:**

**CHAIRPERSON**  
**FARIDA DSILVA DIAS, PhD**  
**1998**  
**2001**  
**2003**  
**2003 -**  
**2012**

**INDIA MEMBER ORGANIZATION REP:**  
**WGI BOARD MEMBER:**

**2006 – CONTINUING**  
**Since January, 2019, as a replacement for a previous representative.**

Dr. Farida D'Silva Dias, has a doctorate in Clinical Psychology, is an Educator and Behavioural Trainer, and also has a Master's degree in Business Management, and another in Clinical Psychology. She is also qualified as a Master Clinician in Cognitive Therapy and Critical Incident Stress Debriefing.

Certified Sr. Faculty Instructor of the William Glasser International, Inc. (WGI) and is the Director of the Centre for Reality Therapy India (CRTI), based in Goa, which is a Regional Member Organization of WGI.

Upto BWInstructor, Farida acquired her CTRT certifications, through the Social Development Office (SDO) in Kuwait, during the period 1994 to 2004, and thereafter in India. Her role as Consultant, in the Chairman's office, also included that of Administrative Liaison with Linda Hirshman for all CTRT certifications conducted under SDO, during this period, in coordination with Robert Wubbolding and John Brickell, and also attended seven International WGI conferences. A mentor for their MBA and MA post graduate programs.

From 1975 to 1993 worked for the Kuwait Institute for Scientific Research with the Policy and Procedures Department team, liaising with its ten departments to evaluate and upgrade their policies, and provided similar consultancy services to other government institutions.

Farida has over thirty years' experience in Human Resource Management and twenty years' experience in psychological counselling, coaching, behavioural and Leadership training as well as CTRTC and Faculty training (Kuwait, Qatar, Bahrain, Dubai, Singapore, Malaysia, Turkey, Jordan, Egypt and India (the latter sixteen years).

Since January 2019, is a member on the Board of Directors of WGI and represents North and South African states, Middle East, India and any other non-MO country.

A Life Long Member, works very closely with the National YMCA, since 2005, when she initiated the Women's Forum as well as the Senior Citizen's Forum, in Goa. Is presently the Chairperson, National YMCA Women's Forum and Chaired three-day conferences in Goa.

A passionate Public Speaker (2004) and Distinguished Toastaster, started the Toastmasters International Club (Communication and Public Speaking affiliated with Toastmasters USA) in Goa, executing various leadership roles at club and District levels. She has Chaired two Conferences.

Member of International and local organizations, as well as NPOs and social service centres; works closely with the local police for Trafficking, Goa State Juvenile Home, Government Women and Child Welfare Centre, as well as the government Victims Assistance Unit.

CRTI is presently initiating branches in 5 States (Mumbai, Bangalore, Udaipur, Chennai, Haryana) with headquarters in Goa.

#### INTEREST IN THE CHAIRPERSON POSITION

Despite having been only 2 years on the WGI Board, it is the knowledge and practice of CTRT & LM over the years, plus my working experiences that has enhanced my leadership qualities from within: integrity, accountability, empathy, humility, resilience, positivity, relationship building and team work.

All of the above will help me make a difference and work as a team with the Member Organizations, in the service of WGI, as we progress in keeping the vision and mission of WGI in mind, as well as its future growth.

# Shruti J. Tekwani, LMHC, NCC

shrutitekwni@gmail.com • +1(508) 648-2299

## EDUCATION

March 2019	National Certified Coach at the Academy of Choice
November 2018	Basic Intensive Instructor at the William Glasser Institute
August 2012	Masters of Science in Counseling Psychology - Northeastern University, Boston, MA
May 2005	Bachelors of Science in Psychology - Bridgewater State (College) University, Bridgewater, MA Minors in Social Welfare and Forensic Psychology

## CONTINUING EDUCATION

October 2012	Certificate in Memory Functionality - Institute for Brain Potential
May 2012	Certificate in Mental Health First Aid
May 2006	Certificate in Powerful Communication Skills Seminar

## PUBLICATIONS AND POSTER SESSIONS

October 2015	Interviewed during the Mental Health and Happiness Annual Global Summit
Spring 2014	Watson, M., Dealy, L., Todorova, I., Tekwani, S. (2014) Choice theory and reality therapy: Applied by health professionals. <i>International Journal of Choice Theory and Reality Therapy</i> , 34 (1).
October 2013	Dealy, L., Tekwani, S., Watson, M., Todorova I. (2013, October). Choice Theory and Reality Therapy: Applied by Health Care Professionals. Poster Presentation – New England Psychological Association, Northeast Conference for Teaching of Psychology – Bridgeport, CT.

## RECENT PRESENTATIONS

2018	“Grief Relief “ (June 2018), William Glasser International Conference, Bogota, Colombia
2017	“Coming Out, Self Care, and Grief Relief” (November 2017), Professional Development Days at QSI Shenzhen
2017	“Coming Out” with Choice Theory (July, 2017), William Glasser Institute U.S. Conference, Raleigh, North Carolina
2016	“Self Care during a Crisis” (July, 2016), William Glasser International Conference, Seoul, South Korea
2015	“Self Care during a Crisis” (July, 2015), William Glasser Institute U. S. Conference, Las Vegas, Nevada
2014	“Coming Out” with Choice Theory (July, 2014), William Glasser Institute International Conference, Toronto, Canada

## CLINICAL EXPERIENCE

Current	<b>Founder and Clinical Therapist at Thrivecorp</b> <ul style="list-style-type: none"><li>• An organization dedicated to providing mental health workshops to the general public</li><li>• Provide ongoing individual and group therapy for adolescents and adults with a variety of emotional disorders.</li><li>• Treatment modalities include cognitive behavioral therapy, dialectical behavioral therapy, and choice theory/reality therapy.</li><li>• Conduct psychological testing for those interested in obtaining a permit to carry a weapon</li><li>• Developed a program based on Choice Theory Psychology that helps therapists deal with the loss of a client to suicide</li></ul>
September 2017-Current	<b>Mental Health Consultant at the Unique Learning Center in Curacao</b> <ul style="list-style-type: none"><li>• An accredited school dedicated to catering to the needs of those diagnosed with autism spectrum disorder</li></ul>
Aug 2013-Current	<b>School Psychologist Consultant</b> International School of Curacao, Dutch Caribbean: an accredited IB K-12 school <ul style="list-style-type: none"><li>• Conduct clinical interviews with teachers, parents and children in order to help students succeed academically, behaviorally, socially, and emotionally</li><li>• Conduct comprehensive evaluations for children and adolescents with a variety of psychiatric, educational, and developmental problems twice a month. This included administering, scoring, and interpreting a standardized battery of intelligence tests, achievement tests, tests of visual motor coordination and tests of</li></ul>

visual attention.

- Write comprehensive psychological reports.
- Determine appropriate school placements for students in grades K-12 based on testing results.
- Offer short-term counseling to students and staff experiencing personal and academic difficulties
- Teach an “Advisory” class to middle school students and cover topics of personal growth
- Respond to psychological crisis that arise on campus

Oct 2015-Dec 2015

**Power Source co-facilitator** - a school-based CBT/Mindfulness group for high-risk adolescent boys

Jan-Aug 2012

And

Jan-May 2010

**Intern Therapist**

Counseling Center, Wentworth Institute of Technology, Boston, MA

700 Clinical Hours

- Provided individual mental health services to Wentworth students, including life coaching to individuals with autism spectrum disorder.
- Conducted ongoing individual therapy to college students with a variety of presenting problems including but not limited to anxiety, depression, stress management, domestic violence issues, and relationship difficulties.
- Utilized a range of therapeutic techniques including cognitive behavioral therapy, choice theory, dialectical behavioral therapy, client centered and psychodynamic psychotherapy.
- Completed comprehensive biopsychosocial assessments.
- Participated in outreach efforts to the Wentworth community including conducting stress management workshops and drop-in mental health services.
- Facilitated group counseling on topics such as fitting into college, socializing with Asperger’s syndrome, and art therapy.
- Attended and participated in weekly seminars on various topics related to counseling, including trauma, needs of veterans, psychopharmacology, motivational interviewing, sleep hygiene, self-injury, sexual assault, Asperger’s syndrome, and neuropsychology.
- Presented at regional and national conferences on topics such as mindfulness, self-care, trauma, supervision, and staff training on first response crisis management.
- Introduced a depression screening for students visiting the health center.

**Supervisors: Maura Mulligan, LICSW and Catherine Mitchell, LICSW**

Feb-April 2012

**Counselor**

Comfort Zone Camp, Milford, MA

- Attended training for a grief camp to help children ages 7-17 with a parental loss.
- Participated as a counselor at a suicide loss camp for children ages 7-17.
- Continued as a liaison to the assigned student and provided ongoing support as needed.

2007-2012

**Member of Student Leader Selection and Training Committee**

Wentworth Institute of Technology

- Recruited, selected, hired, and trained over 130 student leaders for the institute.
- Presented to students, faculty, and staff and facilitated ongoing trainings on various topics such as professionalism, time management, motivation, conflict resolution, sleep hygiene, customer service, mindfulness, mediation, and crisis response.
- Chaired the end of training banquet for all student leaders, faculty and staff.

March 2005

**Volunteer**

Andre House of Hospitality Homeless Shelter, Phoenix, Arizona

- Provided services such as meals, showers, clothes, emotional support, and counseling.
- Helped to develop a model of basic needs for guests of Andre House.
- Worked with survivors of domestic violence and guests who had just been released from prison.

Jan-May 2005

**Intern**

Bridgewater Nursing Home, Bridgewater, MA

- Provided mental health services to residents.
- Planned recreational and social skills building programs for the guests.
- Collaborated with medical staff and emergency responders to assure the safety of residents.

July-Dec 2004

**Intern**

Bridgewater State Police Department, Bridgewater, MA

- Responded to emergency situations with officers and acted as a liaison between officers and students.

- Planned and implemented programs to support students' physical and emotional safety.
- Served as a part of the intake team, interviewing victims, offenders, and witnesses.

### **ADDITIONAL RELEVANT EXPERIENCE**

Current	Executive Director of the Glasser Institute for Choice Theory-US
2012-Current	Co-teach a 3-credit Masters level summer class on Reality Therapy at Northeastern University
Jul 2005-Dec 2012	<b>Resident Director</b> Housing and Residential Life, Wentworth Institute of Technology, Boston, MA <ul style="list-style-type: none"> <li>• Managed the daily operations of a residence hall of 600 students while supervising staff and addressing behavioral concerns of students.</li> <li>• Served on a bi-weekly on-call rotation for the campus responding to emergency situations and triaging crisis response.</li> <li>• Served as a hearing officer in conduct meetings to promote better behavioral decisions.</li> <li>• Participated in the recruitment, hiring, training, and evaluation of Resident Assistants.</li> <li>• Planned, implemented, and evaluated year-long staff trainings.</li> <li>• Communicated with students, parents, and Wentworth Deans concerning policies and procedures.</li> <li>• Mediated disputes between roommates and staff members.</li> <li>• Served as a member of the disciplinary response team, supporting progressive discipline to promote personal growth.</li> <li>• Managed a budget of \$40,000, oversaw and approved expenses.</li> <li>• Supervised graduate assistants working toward a Master's Degree.</li> <li>• Served as an Advisor for groups on campus such as the International Student Club and the Anime Club.</li> <li>• Worked with campus offices to provide superior customer service to students and parents.</li> </ul>
Sep 2009-Dec 2012	<b>First Year Seminar Instructor</b> <ul style="list-style-type: none"> <li>• Conducted lectures on topics such as time management, budget management, diversity awareness, wellness, self-care, social skills, personality tests, cyber bullying, and group collaboration.</li> </ul>
Sep 2012-Dec 2012	<b>Leadership Institute Instructor</b> <ul style="list-style-type: none"> <li>• Taught a seminar for 8 weeks that certified students to apply for a leadership position at Wentworth Institute of Technology.</li> </ul>
Jan 2012-Dec 2012	<b>Counsel of Advisement of Standards Review Board</b> <ul style="list-style-type: none"> <li>• Served on the board to review the Office of Community Standards at Wentworth Institute of Technology by evaluating the program and making recommendations to the Director.</li> </ul>

### **PROFESSIONAL AFFILIATIONS**

Current	Association for Death Education and Counseling (ADEC)
2019	Massachusetts Sibling Support Network (MSSN) Board of Directors
2019	William Glasser International Faculty Summit Chair (Istanbul, Turkey)
2013-Current	Secretary of the William Glasser Institute Northeast Region
2013-Current	Chair of the William Glasser Institute Northeast Region 2014, 2015, 2016, and 2017 Annual Conferences
2013-Current	Chair of the William Glasser International Sustainability Committee
2013-Current	Chair of the William Glasser United States Youth Council
2011-2014	Ambassador of the Young Sindhi Adults Cultural Awareness Organization
2010-Current	Volunteer at the Massachusetts, California, Pennsylvania, and Texas Conferences for Women
Two-term Executive Board Member of the Northeast Association for College and University Housing Officers and Chair of Operations Conference.	

## **AWARDS AND HONORS**

2010	Service Award by Boston Area College Housing Association
2009	Models of Efficiency Award by University Business Journal 2009
2007	Most Supportive Staff Member Award by Wentworth Institute of Technology 2007
2006	Northeast Association of College and University Housing Officers Case Study Award 2006

Position standing for:	WGI Secretary
Name:	Fumiko Hamada
Faculty member:	2018- current, Practicum Supervisor
WGI Board member:	Since 2018
	I am one of the 2 WGI board members representing the following Asian countries – Hong Kong, Indonesia, Japan, Korea, Malaysia, Philippines, Republic of Singapore, Taiwan and Thailand
WGI Japan board member:	Since 2015- Current
Education:	BA in communications from International Christian University in Japan and graduate of Japan Visualmedia Translation Academy

---

#### Work history, positions held

##### <Current>

2017- Current; Executive Director of WGI Japan.

2015- Current; Director of Japan Association for Choice Theory Psychology

2017- Current; Admin of Kakitani Counselling Center

##### <WGI related>

2014- Joint translator of “William Glasser, Champion of Choice”

Since 2014- translator for Japanese articles published in WGI newsletters

Since 2012- Simultaneous interpreter for guests and keynote speakers at Japanese WGI Japan General meetings

##### <Other>

I was a housewife until my children reached middle school, then gradually started working as freelance liaison/interpreter/translator/voiceover talent/subtitle translator at various companies including Kawasaki district court, Disneyland Tokyo, Japan Times, ECC Language school, FM Chiba radio station etc., until I got a fulltime job at Nissan Motor Co. Ltd., in 2008, first working in PR of R&D then with the service manual team in the Aftersales dept. I was then asked by WGI Japan board to run WGI Japan office in 2017, to which I happily said YES!

---

I understand that the main job requirement of being a Secretary is not taking minutes,



I intend to delegate that. What I believe my job would require is to work on communication with MO members as well as WGI board members. To keep ideas flowing freely without fear and to further enhance personal growth by being true to the principals and beliefs of Dr. William Glasser - specifically by using the 7 caring habits during meetings.

Having lived in 8 countries/9 cities and attending over 12 schools before entering college, working in multi-cultural situations is second nature to me. I understand and respect cultural/religious diversity and greatly enjoy working with people of various backgrounds.

---

# Kalikamurti Saraswati Suich

MHAASW

Counsellor, Human Services Consultant, Professional Supervisor of Social Workers, Trainer, Project Manager and Resource Developer

## Contact Details

47 Coolibah Crescent, Alice Springs, NT 0870

**T: +61 (0)8 8952 3638**

**M: 0412 179 957**

**Centred in Choice** **E: kalikamurti@centredinchoice.com**  
**W: www.centredinchoice.com**

## OBJECTIVE

Enhance the quality of life of all by providing resources, services and experiences.

Our dedication is to offering the following:

- Quality, expert resources and services based on a sound theoretical framework and proven methods.
- Practical, useful, applicable personal and professional skills and knowledge.
- Resources and training that builds upon the current expertise of the participants bring themselves.
- Skills, tools and knowledge enabling people to act with integrity.
- Resources that can be adapted to all cultural settings.

## Accreditations

Current – 2015 **William Glasser International Institute**  
Internationally Accredited Trainer in Taking Charge of Life (training program).

Current – 2012 **International Coach Federation**  
Internationally Accredited Continuing Coaching Education Provider.

Current – 2011 **William Glasser Institute of Australia**  
Faculty member  
Internationally Accredited Trainer in Choice Theory, Reality Therapy and Lead Management.

---

Current – 2012 **Department of Veterans' Affairs**  
Accredited Outreach Counsellor.

Current – 2007 **Medicare**  
Accredited Better Access Treatment Provider, Medicare Provider Number 2940002H.

Current – 2007 **Australian Association of Social Work**  
Member Number 208025. Accredited AASWMH.

Current – 1994 **Work Health**  
Accredited Treatment Provider Number 1937.

Current **Northern Territory Government**  
Ochre Card clearance notice number 31914.

Current – 2013 **St John Ambulance Australia (NT)**  
Apply First Aid

## Qualifications

2017 **Advanced Diploma Community Sector Management** TAFE SA

2011 **William Glasser Institute of Australia**  
Basic Training Instructor. Reality Therapy Certification.

2008 **Headspace, NT**  
Working with Families and Significant Others Train the Trainer

2006 **Satyananda Yoga Academy**  
Fully qualified Yoga Teacher

2005 **Dru Australia**  
Dru Yoga Teaching Diploma  
Accredited teacher <http://www.dru.com.au/dru-yoga/teachers-nt>

1982 **Phillip Institute, Victoria (now part of RMIT)**  
Bachelor of Social Work

## Businesses

Current – 2017 **Centred in Choice Pty Ltd**  
Centred in Choice is an ethical, values-driven business that provides quality training and development programs and resources to empower clients to be in more effective control of their lives, using the positive outcome process.

Centred in Choice ABN 26 068 424 206  
**[www.centredinchoice.com](http://www.centredinchoice.com)**

Key responsibilities:

- Counselling
- Professional Supervision of Social Workers
- Management mentoring
- Training and Professional Development
- Resource Development
- Business and Project Management

2014– 1987 **Beyond Breathing Space**  
Beyond Breathing Space was a privately owned complementary health and training service providing counseling, rehabilitation services, yoga classes,

---

training and development, professional supervision and health and wellbeing resources.

Key Responsibilities:

- Business Management
- Counselling, work health, motor accident and rehabilitation counselling, pain management, Department of Veteran Affairs Outreach services counselor and return to work assistance
- Teaching and training
- Yoga instruction and therapy

As well as the provision of private practice counselling with children, adults and families (since 1987) and yoga teacher and therapist (since 1990),

## Experience

### Leadership/Management

2020 Project management infrastructure projects in Yuendumu, value \$1.5M

Current -2019 Ongoing management support contract with Midnight Feast Theatre That Unites Pty Ltd..

2018-2019 Review of Central Australian Regional Coordination Committee's Collaboration Project Working Group for NTG Department of Chief Minister

Current -2018 Ongoing management support contract with Yuendumu Women's Centre Aboriginal Corporation.

2018 Project management Alice Springs Youth Action Plan consultations

2018 Facilitator Organisational Review and Report Central Australian Family Violence and Sexual Assault Network

2018 Training Delivery of EASA training courses in Central Australia

2017 Facilitation and Report Post Schools Options Forum exploring post school/work options for students with disability

2016 -2017 Strategic Plan for Yuendumu Women's Centre

Current -2014 Ongoing management support contract with Waltja Tjutanku Palyapayi Aboriginal Corporation.

2015 Acting Manager Commonwealth Care and Respite Alice Springs 6 months

Current -2015 Chair Friends of Araluen Cultural Centre

Current -2015 NZ and Australian Representative Board Member William Glasser International

2011-2012 Chair Red Hot Arts Regional Arts

Current -1989 Counsellor Private Practice

### Counselling

Current 2016 Contracted Counsellor **ACACIA** Connect Employment Assistance

Current – 2016 Contracted Counsellor, **EASA**, Alice Springs

## Training and Professional Development

Current – 2012 Contracted Outreach Counsellor in Alice Springs for Veterans and Veterans Families Counselling Service (**VVCS**)

Current – 2011 **Better Access Provider** drawing referrals from a range of medical services and Community Mental Health Alice Springs

Current – 1994 Provision of **rehabilitation counselling** services to other health and government services and insurance providers in Alice Springs in the areas of motor accident and work health.

2009 Private practice counselling service extended to **Amoonguna** Community

2007 Contracted 16 hours/week to provide psychological services to the **Community Mental Health Child and Youth Team**

2006 Contracted 16 hours/week with the **Community Mental Health Child and Youth Team**

2006 Contracted 16 hours/week (3 month contract) with **Adult Community Mental Health Team**

2005 – 2002 **Counsellor / Career and Transition Advisor** (0.28 Establishment) (CATS team) Centralian College, Alice Springs High School, Anzac High School

2002 – 2001 **Child and Adolescent Counsellor** (P2 - Psychologist 2) (0.5 establishment shared position with Phil Walcott) Mental Health Services

1994 Contracted to the **Commonwealth Rehabilitation Service** (CRS) to provide rehabilitation counselling, case management, counselling, return to work assistance and employment creation and development

Current - 2011 **William Glasser Institute/International** Delivering Basic Intensive Training in **Choice Theory, Reality Therapy and Lead Management**

Basic Intensive Training Accredited by AASW for total 27 hours CDEP.

2016 Basic Practicum x 2 total 15 hours per workshop

2016 Facilitation Take Charge of Your Life Centralian Middle School Alice Springs 50 students and staff

Current, various clients

- Design and delivery of customised short courses in **Leadership and Managing for Success, Communicating for Success, Stress and Fatigue Management** for Teachers, **Pain Management**, and **Yoga and Wellbeing** courses for schools
- Design and delivery of **Relaxation and stress management** sessions, courses and groups for Institute of Aboriginal Development (IAD), Vietnam Veterans, Centrebet, small businesses and government organisations in Australia and overseas

2014 **Waltja Tjutanku Palyapayi**, Alice Springs  
Specialist training and mentoring in CT RT and LM for the Family Mental Health Program team, in Alice Springs, Santa Teresa and Titjikala, NT.

---

Current - 2012

Specialist training course for professionals working with clients with Chronic Pain or illness Australia, New Zealand

2006 – 2007 **Centre for Remote Health**, Flinders University

Lecturer in pain management, stress management and alternative health practices

**Professional Supervision** Current- 2015 Social Workers across Central Australian agencies and NFPs

2011 **Tangentyere Council**, Alice Springs

Professional Supervision of management and staff

2009 **Drug and Alcohol Services Association (DASA)**, Alice Springs

Supervision and training of management and staff

2014-2107

Supervision of School Based counsellors, Family Day Care providers

**Human Services Project Management** Current - 2016 Business Overview and Strategic Plan for **Yuendumu Women' Centre**

Current - 2014 Contracted provide management support services for **Waltja Tjutangku Palyapayi**

2018-2016 business development (advertising, sponsorship, grant funding) for **Indigenous Community TV Ltd**

2011 **Central Australian Aboriginal Strong Women Alliance**, Alice Springs Project Manager

2009 **Charles Darwin University (CDU)**, Alice Springs

Community Consultation project in conjunction with VET Department, CDU. Design and trial consultation project with families of Amoonguna community regarding family and community directions

2009

Co-developed community consultation and community development program for the **Central and Eastern Arnernte communities, NT**

**Conference Facilitation** Current Convener Sharing Collective Wisdom Confest Easter 2019 Ross River.

Convener NT Social Work Conference to be held March 2017

2011 **William Glasser Institute**

Co-Convener of the *Centred In Choice* **William Glasser Institute** bi-annual conference, Alice Springs

2009 – 2008 **Alcohol and Other Drug Services Central Australia**

(ADSCA) Provision of expert assistance and direction 2008-2009 for *Hands Across the Desert* Conference

**Commissioned Writing** 2009 **Alcohol and Other Drug Services Central Australia** (ADSCA) Research and preparation of confidential reports as requested by Managing Director

---

2008 **HeadSpace**, Central Australia  
Design and development of Clinical Practice Guidelines for clinical staff for the HeadSpace Central Australia Clinical Sub Review Committee

**Publications and Resources**

Suich K, **Colliding Worlds, Colliding Gold** in **International Journal of Choice Theory & Reality Therapy**, William Glasser Institute, USA 2018  
Suich, KS, **Chronic Pain: opportunity or disaster**, in **International Journal of Choice Theory & Reality Therapy**, William Glasser Institute, USA 2015  
Suich, KS, **Beyond Stressing at Home**, Centred in Choice, Australia, 2014  
Suich, KS, **Beyond Stressing at Work**, Centred in Choice, Australia, 2014  
Suich, KS, **Beyond Chronic Pain**, Centred in Choice, Australia, 2014  
Suich, KS and Barba, B, **Moments of Choice**, Centred in Choice, Australia, 2014  
Suich, KS and Barba, B, **Moments of Awareness**, Centred in Choice, Australia, 2014  
Suich, KS and Saraswati, M, **Awareness 101**: Toolkit for professionals, Centred in Choice, Australia, 2014

## Mentoring Option for Faculty Training & Endorsements

Recently, WGI has had challenges in some countries getting groups of six people together to create training and endorsement opportunities to prospective faculty to become practicum supervisors and practicum supervisors working to become Basic Instructors. In an attempt to create a path to faculty, WGI has developed a mentoring option to have people advance their faculty status. This is an option that is similar to how early faculty were trained.

A person aspiring to become a practicum supervisor or basic instructor will send their Letter of Intent to their MO and identify their faculty program consultant (FPC). These are the steps to take:

1. Preparation Phase I
2. Training Phase
3. Preparation Phase II
4. Endorsement

The steps are the same as what is required under the current training program which is outlined in the PPM. This option is still available but people have been waiting over one year to get a group together to do these trainings and endorsements. In order to get trained more easily, the following mentoring model has been developed.

### Practicum Supervisor Program:

Under the mentoring program, **Preparation Phase I** involves completing the Competency Checklist with one's FPC. The candidate demonstrates all skills listed in real time. When the FPC signs off on any item, they are certifying personal knowledge of the candidate's ability to meet the competency. The cost of hiring the PFC is negotiated between the candidate and the PFC but each MO should list a suggested price based on the local economy for the PFC to have a guide.

The **Training Phase** consists of the candidate facilitating a basic practicum either with their PFC or another faculty willing to do so. The candidate is expected to facilitate the entire practicum, while the faculty member observes. Their job is to observe, clarify information that may be erroneously stated, answer questions the candidate can't and help the candidate self-evaluate after each day while also providing useful feedback for the candidate. In a group setting, the normal cost for the Training Phase is \$1000, because WGI pays for the location, the trainer and their expenses. In the mentoring model, the MO may charge a nominal fee (\$50 USD or less, which includes the \$20 USD payment to WGI) to record the person in their database and to send that data and \$20 to WGI. How much the candidate pays the faculty member co-facilitating the basic practicum is negotiated between the two of them.

In **Preparation Phase II**, the candidate can continue working with their PFC or choose a new one. The PFC and candidate will complete the Phase II Competency Checklist through the process of self-evaluation and co-verification. When the PFC initials that the candidate is competent in each area, they are certifying that they have personal knowledge of their competence.



Once the Preparation Phase II Competency Checklist is complete, the candidate will facilitate an advanced practicum with two faculty present, either in person or virtual, to observe. These two faculty will be there to endorse the candidate's readiness to become a faculty supervisor. Should either of these faculty determine the candidate is not yet ready, specific feedback will be given on the items of the Competency Checklists that need improvement.

In a group setting, the normal cost for the **Endorsement Phase** is \$1000 USD, because WGI pays for the location, the trainer and their expenses. In the mentoring model, during the endorsement, WGI contracts with the observers, using a transparent rotation system. Because WGI is paying the observer \$750 USD and sends a nominal fee of \$20 USD to the MO to record the data, the cost for the endorsement phase remains \$1000. How much the candidate pays the faculty observing the advanced practicum is negotiated between that person and the candidate. Certainly, they should at minimum get the money paid by the practicum participants, since the candidate is not paid to do this work since it is part of his training.

If corrections need to be made, the candidate will work with their PFC or another faculty to develop their competence in the deficit areas. Later, they will demonstrate their competency in front of the faculty who identified the deficit and one other faculty, not the PFC, in order to be officially endorsed. If there isn't unanimous agreement, then the candidate will be interviewed by WGI's training committee. If both faculty members still find a deficit, then the candidate will again work to correct the deficit until both faculty agree or the training committee has agreed the candidate is ready to become a practicum supervisor.

#### Basic Instructor:

Under the mentoring program, Preparation Phase I involves completing the Competency Checklist with one's FPC. The candidate demonstrates all skills listed in real time. When the FPC signs off on any item, they are certifying personal knowledge of the candidate's ability to meet the competency. The cost of hiring the PFC is negotiated between the candidate and the PFC but each MO should list a suggested price based on the local economy for the PFC to have a guide.

The Training Phase consists of the candidate co-facilitating a basic intensive training (BIT) either with their PFC or another faculty willing to do so. The candidate is expected to facilitate half the teaching, half the role play set-up and half the feedback to participants. In addition to doing their half of training, it's the faculty member's job to also observe the candidate during their parts, clarify information that may be erroneously stated, answer questions the candidate can't and help the candidate self-evaluate after each day while also providing useful feedback for the candidate. In a group setting the normal cost for the Training Phase is \$1000, because WGI pays for the location, the trainer and their expenses. In the mentoring model, the MO may charge a fee to record the person in their database and to send that data and \$20 to WGI. How much the candidate pays the faculty member co-facilitating the basic practicum is negotiated between the two of them. The faculty member, at the very least, would be entitled to the money practicum participants paid for their training, minus fees, if any, from the MO. The candidate is not paid for their co-facilitation, as it is part of their training process.

In Preparation Phase II, the candidate can continue working with their PFC or choose a new one. The PFC and candidate will complete the Phase II Competency Checklist through the process of self-evaluation and co-verification. When the PFC initials that the candidate has demonstrated and is competent in each area, they are certifying that they have personal knowledge of their competence.

Once the Preparation II Competency Checklist is complete, the candidate will facilitate an advanced practicum with two faculty present to observe, either in person or virtually. These two faculty members will be there to endorse the candidate's readiness to become a faculty supervisor. Should either of these faculty determine the candidate is not ready yet, specific feedback will be given on the items of the Competency Checklists that need improvement. The candidate will make the corrections or acquire the missing skills and proceed to endorsement.

In a group setting, the normal cost for the Endorsement Phase is \$1000, because WGI pays for the location, the trainer and their expenses. In the mentoring model, during the endorsement, WGI contracts with the observers, using a transparent rotation system. Because WGI is paying the observer \$750 USD and sends a nominal fee of \$20 USD to the MO to record the data, the cost for the endorsement phase remains \$1000 USD. How much the candidate pays their PFC observing the advanced practicum is negotiated between that person and the candidate.

If corrections need to be made, the candidate will work with their PFC or another faculty to develop their competence in the deficit areas. Later, they will demonstrate their competency in front of the faculty who identified the deficit and one other faculty, not the PFC, in order to be officially endorsed. If there isn't unanimous agreement, then the candidate will be interviewed by WGI's training committee. If both faculty still find a deficit, then the candidate will again work to correct the deficit until both faculty agree or the training committee has agreed the candidate is ready to become a Basic Intensive Instructor.



GLASSER INSTITUTE  
for CHOICE THEORY

# Online Basic Training

Choice Theory/Reality Therapy/Lead Management

## Part 3: Reality Therapy

## Section 3:

# Reality Therapy – Digging Deeper



## Facilitating the Client's Self-Evaluation—Is it working?

- Hold up a mirror for your clients and ask whether their behavior is likely to accomplish their goal
- The client answers this question, not you
- Create dissonance
- When you answer this question *for* them, the only dissonance they experience is toward you





## Some Examples

- If you keep doing things the way you have been, do you think you will get what you want?
- If you change nothing, will you get there?
- Does all this help you move in a forward direction?
- Is that helping or hurting?
- If you keep doing "nothing," will you accomplish your goal?



## Resistance

- May require explanation
- You want them to be in control
- Remind them they can only control their actions and their thoughts
- This explanation explains the usefulness of looking at their own behavior
- Reduces resistance





# Checking Validity

- Sometimes self-evaluation compares two things, as in:
  - *Which is most important to you?*
- Sometimes a self-evaluation is to ask a question the person knows the answer to, but may have temporarily forgotten, as in:
  - *Whose behavior can you control?*
  - *Is that something that is within your control?*
- Sometimes it's to evaluate the validity of a thought. For example:
  - *Is that true?*
  - *Is it really true?*
  - *Is that realistic?*
  - *Can that happen now?*
- The idea is to help people work toward things that are within their control





## Maybe Next Time

- Sometimes the client doesn't want to change
- Wish them well and leave the door open for their possible return
- Know that you can't reach everyone
- Sometimes people believe what they are doing is the best they have
- Perhaps more experiences will help the person decide to change later



## Exploring Alternatives

Asking these questions could help:

- What else could you do to get what you want?
- Have you considered anything that would move you closer to your goal?
- What have you thought of doing?
- What might work better than what you've been doing?
- Can you think of anything else to try?



## Possible Outcomes

- The client has a plan and is ready to move forward with it.
- The client has several ideas of what might work and is undecided about which is best
- The client has no idea at all what to do





## Client Has A Plan

- Typically people won't be interested in trying anything else until they learn their solution doesn't work
- The helper can provide neutral information that can aid in the decision-making process
- If the client considers a different option, then you will move into one of the next two scenarios
- However, if a client stays fixed on one solution, your best approach is to support the plan, leaving the door open for them to return



## Client has Multiple Options

- Brainstorm as many choices as possible
- Do not judge any of the options until they are all out on the table
- You may add options, without giving any more weight to one over the other
- Guide clients through a systematic consideration of the benefits and the tradeoffs of each choice
- Then, allow clients to choose what they believe will be the best option for them





## Client Has No Idea What To Do

- You may make suggestions when clients don't know what to do
- Always provide at least three options
- Giving only one is advice and that is never good
- Two options feels like a dilemma or ultimatum
- Three choices allows clients the freedom to choose what they believe is best



# Three Ways to Give Three Choices

- Thoughts for providing three choices:
  1. *Same – Worse – Better*
  2. *Change it – Accept it – Leave it*
  3. *Change Behavior – Change What You Want, Change Your Perception*
- Flesh out exactly what those options look like with as many options as you can think of
- Then ask clients if they can think of any more options.



# Characteristics of an Effective Plan

1. *Simple*
2. *Attainable*
3. *Measurable*
4. *Specific*
5. *Consistent*
6. *Immediate*
7. *Non-Contingent*

8. *Positive*
  9. *Time bound*
  10. *Get Commitment*
  11. *Need fulfilling*
  12. *Client Ownership*
  13. *Follow up & Accountability*
- BONUS: Troubleshoot Obstacles*





# Lessons from Reality Therapy

- First, do no harm. Be kind and accepting without crossing boundaries.
- Personal responsibility and truthfulness.
- Capable of fulfilling own needs.
- Assign no labels or stereotypes.
- Focus on mental health rather than mental illness or disability.
- See individuals as needing help and being capable of connecting.
- Be more concerned with behavior than attitude.
- Unhappiness is not a cause, but a component of ineffective behavior.