



William Glasser International
WGI Board Minutes of Meeting
July 28, 2023 - 1200 UTC

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

In Attendance

1. Kim Olver
2. Denise Daub
3. Denzyl Witbooi
4. Lynn Sumida
5. Jane Newman
6. Melissa Landry
7. Bette Blance
8. Sonia Munoz
9. Fumiko Hamada
10. Eun-Jin Kim (EJ)
11. Farida D'Silva Dias

Absent

12. Eiko Demura-Kakitani
13. Chanel Van Louw
14. Nino Matteo
15. John Brickell
16. Arthur Dunne
17. Ahmed Ait El Madani
18. Gyny Lim
19. Fadheelah Alzamel

Apology

20. Omar Titki
21. Katchan Goel

1. Opening & Welcome
2. Agenda Items & management
3. Adoption of Agenda
 - a. Addition – quarterly report from finance committee
 - b. Melissa Landry moved to accept agenda.
4. Adoption of the minutes of the previous meeting
 - a. June minutes accepted.
5. Motion to adopt Interim Certification policy amendments posted on the website.
 - a. Motion moved by Sonia:
 - i. That we endorse the new guidelines for the Certification Process as recommended by the Training Committee and posted on the WGI website for the past 30 days.
 - Change-recommendation is that there be three different instructors during certification (5 elements) but will accept two instructors.
 - Kim – believes that it is important that we keep it to three instructors. Training can be done on Zoom to make it easier to have more instructors involved in the training.

- b. Recommends that the wording stay the way it is and that there will an allowance for only two instructors if there is a language barrier.
- c. Denzyl understood the way the motion reads is that it is recommended that there be three, but we allow for two so that we can make the process easier.
- d. Lynn – recommends that the first 4 levels should be three instructors.
- e. Fumiko – difficulty is the number of senior instructors and limitations of online training.

Motion will be rewritten and sent to Denise to put out as a flying motion.

- Kim Olver’s goodbye.
- 6. Strategic planning progress report and engagement.
 - a. Organisational culture of WGI.- Lynn
 - i. Culture matters in terms of how we are growing. Issues on how we are doing as an organization is important.
 - ii. Slide presentation (Tribal Leadership)

Groups (frustration & mood)

- b. Group one: (Lynn, Sonia & Melissa)
 - i. Frustration: capacity, limited time. Difficulties in involving people.
 - ii. Mood: quality world picture of collaboration & teamwork, but observation is competitive.
- c. Group two: (Kim, Farida & Fumiko)
 - i. Frustration: lack of support, we don’t do enough to help the MOs.
 - ii. Mood: Concerns around finance
- d. Group three: (EJ, Jane & Denise)
 - i. Frustration: Lack of communication & disagreements with MOs – strict regulation. Lack of trust with MO & WGI board.
 - ii. Mood: positive/respectful. More enthusiastic when Glasser was alive, not so much anymore.

Groups (relationships & activities of leaders)

- e. Group one: (Lynn, Sonia & Melissa)
 - i. Relationships:
 - shared values
 - little impact at MO level
 - ii. Activities
 - building bridges at MO level not so much at the WGI level
 - iii. Mission & vision
 - disagreements and pushback
 - hostile antagonism. Fragmented.
- f. Group two: (Kim, Farida & Fumiko)
 - i. Relationships
 - clusters of groups & highly networked people with shared values
 - groups of alienated people
 - apathetic – many people don't care.
 - ii. Activities
 - WGI has historically been telling people what to do.
 - there are people who believe that we don't do enough.
 - iii. Mission & vision
 - Apathetic
- g. Group three: (EJ, Jane & Denise)
 - i. Relationship structure:
 - clusters of highly networked people within MO & WGI.
 - clusters of people who come together and are trying to do their best within MO.
 - sense that WGI see others through value filter as opposed to the knowledge filter.
 - shared values within WGI.

ii. Activities:

- side-line those who oppose them at MO level.
- MO attempting to build the careers of the people they are working with.
- Intention to support and grow within WGI.
- Apathetic

iii. Relationship to organization missions & values:

- Members aren't aware of the mission & values.

Lynn presented an overview of the 5 levels of organizational culture and asked the board to reflect on which level is reflective of WGI. All members indicated that level 3 is reflective of WGI.

7. WGI Initiatives

a. Group One: (EJ, Jane, Melissa & Denise)

i. Unifying the Brand

- we don't have a recognizable brand.

ii. Value offering

- not clearly stated anywhere.

b. Group Two; (Kim, Farida, Fumiko & Bette)

i. Unifying the Brand & Value offering

- evidence-based practice – find someone to do the research.
- marketing templates
- right people involved.
- leaders in the organization for different subjects- Reality Therapy, Choice Theory, Lead Management & Quality Schools

- a. Kim – suggest that WGI form a leadership council to find leadership within the organization.

The exercise was mainly positioned to get MO reps to engage with members to get feedback on their perceptions of the priorities. This will allow the strategic planning process to incorporate information from MOs into the strategic plan.

Denzyl is to send sub-statements/questions for each initiative to guide the feedback. MO reps may then send feedback via e-mail.

8. Advertised positions update - Admin Assistant & Treasurer

- Denzyl stood aside during the interview process because one of the applicants is from South Africa.
 - i. Nadia from South Africa has been recommended.
 - ii. Meet with Denise first regarding the division of work and roles.
 - iii. Will meet with Nadia to discuss starting date & duties. The HR Committee still needs to resolve issues about the contract before meeting with Nadia within the next 2 weeks.
 - iv. Ahmed will step in as interim treasurer. There is an intentional effort to recruit people to apply for the position.

9. HR Committee update

- a. Call to action -MO reps to encourage people with experience in HR to join the committee. During the transition phase, there is a lot of work to be done to get the new board in place. Thus, the HR committee needs more members to assist with the work to be done.
- b. Define the role statements for the new positions on the board.
- c. Target is to complete the recruitment process to be finalized by towards the end of September.

10. Committee descriptions (to be sent out with minutes) & engagement of members.

- a. Will update and send again to board members.

11. Finance Report

- a. Due to time, we will not go through it now.
- b. Denise to send out to board.



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Next board meeting - August 25th – 1300 UTC

Lynn Sumida, Chair
William Glasser International, Inc.

Denzyl Witbooi, President & Executive Director
William Glasser International, Inc.

William Glasser International: Committee descriptions



Committee	Description	Chairperson
Finance, Investment & Business Development	<p>This group works with the treasurer, is abreast of all financial issues and advises and supports the work of the treasurer, monitors investments, prepares a business plan, and actively engages in identifying business and money-raising opportunities.</p>	<p>Kalikamurti Suich kalikamurti@centredinchoice.com</p>
Glasser Quality Schools	<p>This group aims to support and inspire high levels of academic achievement and growth in personal control and emotional well-being.</p> <p>Smaller focus groups work on projects which are brought back to the monthly committee for evaluation and feedback.</p> <p>We continue to hear from schools where they are declared Quality School, a school that has been a Glasser Quality School in the past or an Aspiring GQS.</p> <p>We also hear about some of the programs that support the WGI training in these schools.</p>	<p>Bette Blanch betteblance@gmail.com</p>
Training Committee	<p>WGI's training committee is seeking people who are interested in:</p> <ul style="list-style-type: none"> - Enhancing and deepening the professional development and knowledge of faculty <ul style="list-style-type: none"> o Setting themes and inviting guests for Professional Development sessions - Exploring training materials that could be used globally or universally - Updating training policies and procedures <ul style="list-style-type: none"> o Exploring how to develop a competency-based training model that works for our organization - Reviewing and making recommendations regarding new programs developed by members - Creating some templates for training to be used by faculty that tie into the marketing and branding pieces <p>Protecting and expanding Dr. Glasser's intellectual property</p>	<p>Sonia Muñoz smunoz@elegir.org.co</p>

Marketing Committee

A dynamic group of creative and solution-oriented humans swarming together for the purpose of expanding the global footprint of Choice Theory, Reality Therapy and Lead Management and increasing Dr. Glasser's impact on global peace and wellbeing.

Our objectives are:

- Reimagining our brand positioning, messaging and visual communication to match our audience's evolving quality world picture and provide them with need satisfying options in a new perceived world – resulting in a Brand Guide.

This includes defining our audience profiles for different streams (i.e. professional, counseling, education, business, etc.) and liaising with the Training Committee to revisit the current and potential 'offer to market fit'.

- Creating a strategic plan to position ourselves in front of the ideal audience, deliver quality content that nurtures and engages new interest, as well as a comprehensive and compelling funnel that invites the public into our world.
- Creating compelling copywriting, visual graphics, and video assets that are consistent with the brand guide. These assets may include distinctive identity elements, important announcements, social media content, email sequences, and various lead magnets (like downloadables) for promotions and campaigns.
- Actioning our strategic plan with various online tech tools and disseminating content through diverse channels such as social media, website, and email campaigns.

Chairperson to be confirmed. In the meantime contact the Executive Director at denzyl@wglasserinternational.org

<p>Human Resource Committee</p>	<p>The committee aims to create value, for WGI development and use resources and capabilities that other firms cannot imitate, trade for, or substitute other assets"</p> <p>The HR Committee plays a crucial role in the functioning of WGI. Especially during this period of transition as the organization is shifting to a new board structure and is increasing its operational capacity.</p> <p>The role of the WGI HR Committee</p> <ul style="list-style-type: none"> - To assess WGI's current human capabilities all around the world. - The assessment should be in all directions (processes, policies, and procedures). - It supports and provides WGI with needed resources in all areas (Finance, Law and Regulatory, Training, Psychology, Strategic Planning, Marketing and Admissions). - Suggests and propose Job Description needed. - Evaluate and suggest compensations and benefits for employees. - Participate in hiring and termination processes. - Participate in Employees Performance Appraisal - Provide the Board of WGI with the HR knowledge needed - Implementations of HR part of WGI Strategy - Review the WGI structure and suggest proper changes. - Suggest and propose an Employee development plan. 	<p>Chairperson to be confirmed. In the meantime contact the Executive Director at denzyl@wglasserinternational.org</p>
<p>Youth Committee</p>	<p>The committee is seeking people who identify as being a part of the youth community; typically age 39 and below.</p> <p>We seek people who are interested in promoting the longevity of Choice Theory. We would do this by:</p> <ul style="list-style-type: none"> - Having a voice at WGI board meetings - Having a presence at the international conference - Presenting at conferences - Recruiting people for training and events - Promoting technological use in order to attract members that will make this a sustainable organization 	<p>Chanel Van Louw - chanel.vanlouw@gmail.com</p>

International Conference Committee	<p>This committee ensures that International conferences are organized in order to serve the vision of WGI and to enrich the knowledge and skills of participants in the area of Choice Theory psychology and its different applications in mental well-being, therapy, education, and leadership.</p> <p>The committee makes recommendations to the board where the conferences are to be held and plays an oversight role in the organization, execution, and evaluation of the conference.</p> <p>The committee work with the host country to develop a program that encourages new insights, new developments, and creativity in our constant attempt to improve the quality of all we do, including facilitating the networking of people and organizations.</p>	Sonia Muñoz smunoz@elegir.org.co
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