



## WILLIAM GLASSER INTERNATIONAL

# Member Organization Newsletter

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**April 3, 2017**

It is the intention of WGI to send all Member Organizations (MO) a quarterly newsletter to inform everyone about what was discussed at the meetings. We hold MO meetings to encourage relationship building and two-way conversations. This month, participants agreed that those goals were met. We schedule two meetings on the same day to provide two opportunities for people to join us. MOs only need to attend one meeting.

### Agenda:

1. New mission, vision and values
2. Guidelines; less Policies
3. International Courtesy
4. Membership
5. Proposed new board structure
6. Process to become Senior Faculty

### Those Present at 1300 UTC:

EART – Danko Butorac  
Japan – Masaki Kakitani  
Korea – Rose Inza Kim  
Canada – Jean Seville Suffield  
India – Farida D’Silva Dias  
New Zealand – Bette Blance  
WGI Chair – John Cooper  
WGI Executive Director – Kim Olver

### Those Present at 2100 UTC:

Australia – Susan Fleming  
Canada – Jean Seville Suffield  
French Translator for WGI – Quebec and WGI –  
Morocco – David Baillargeon  
WGI Chair – John Cooper  
WGI Executive Director – Kim Olver

1. WGI had a face-to-face meeting in Zagreb, Croatia in February. We wanted to inform WGI MOs of the major things that were decided there. One of the things that is challenging in having an international organization is finding the right wording that fits for everyone. Words mean a lot to people and we have learned that different words mean different things in different places. Take the word “teach.” For many of us, teaching is pretty straightforward. People who have information share what they know with willing learners and they are teaching. However, in

some areas, teaching implies a superiority that we don't want to project. So we discussed changing our mission from "Teaching the world Choice Theory" to "Connecting the World with Choice Theory." This seemed to resonate with the people who were on the call during both meetings.

WGI also agreed on a new vision for WGI in Croatia – "To be a globally recognized, world-wide, collaborative, connecting organization committed to teaching, and developing Choice Theory in all its applications." Based on input from MO leaders, it is proposed that we add the words "model" and "research" to this vision so the new proposed vision is: "To be a globally recognized, world-wide, collaborative, connecting organization committed to modeling, teaching, researching and developing Choice Theory in all its applications." This will be proposed at our next WGI board meeting.

2. Also in Zagreb, WGI decided that its role should be that of developing guidelines and fewer policies, mainly because there is no way that WGI can create policies that will work everywhere in the world. It is our intention to create guidelines, best practices, if you will and MOs will decide how to best apply them in their areas. If an MO believes it is necessary to operate outside of the guidelines, then WGI would like to be informed of your intentions and the reasons you believe you need to do something different.
3. Due to a need for clarification, WGI put in writing an addition to the current Member Organization policy called International Courtesy. Most MOs already follow this policy but we thought it was important enough to put into writing for clarity's sake. The International Courtesy clause addresses when a faculty member is invited or independently creates work in the area of another MO. When this happens it is the responsibility of the faculty member to notify the MO for the work that is being done in the MO's area. The training needs to be registered with the MO where the training is occurring and data and training payment will be made to the MO where the training occurs. Either the MO or the faculty can provide the data and training fee to WGI but together they will determine who will be responsible for that. We are also stating that faculty who works in the area of another MO inquire as to the training requirements and custom, culture and mores of the area. For example, if it is customary for women to cover their heads in a country, any female faculty working there should honor that custom. Also, if a particular area only does 4-day training instead of three, then that stipulation should be honored and respected. Everyone in the meeting agreed with this as best practice.
  - a. Australia reminded us that on occasion, they have members take training in other countries and they don't always get notified so we want to add this to the International Courtesy guideline: "Whenever individuals travel outside of their local MO to take training, the MO where the training occurs is responsible for notifying the individual's MO of the training taken."
4. Membership – we asked MOs if they were having any difficulty collecting membership dues for WGI in combination with their own and if there's anything WGI can do to assist them.

- a. Korea sends fee twice a year to WGI
  - b. New Zealand is concerned about TCOYL facilitators paying their dues to their MO and not gaining access to program materials while waiting for money to be transferred to WGI – Kim will address this issue with Denise and the board
  - c. Japan reported having 800 members. They pay WGI for their instructors and a \$10 membership fee for all individuals who are certified. Japan pays \$10 USD instead of \$29 USD because their members do not benefit from WGI’s website since many of their members don’t speak English. He believes If other countries do the same, we will increase WGI’s membership
  - d. Australia – there has been some difficulty with members who have paid Australia but are having difficulty accessing the website. It may have something to do with WGIA paying their dues in July instead of January. People were advised to contact Denise directly to get this issue resolved. Paying membership in July does create some challenges for WGI where membership runs from January to December. When Australia pays its dues in July, WGI will count that payment for 2018 to get us back on the same schedule.
  - e. Morocco – Jean is working with them on collecting membership and paying training fees. This is difficult since they are not permitted to send money out of the country. Jean is making arrangements with them.
5. There was a proposal made in Zagreb to change the structure of the WGI board to be a representation of Member Organizations, not individuals. If this were to pass, then individuals would be members of their MOs and the MOs would be members of WGI. A fee would be assessed for MO membership. Those unable to afford the fee could choose to affiliate with a larger MO and the representative for that MO would represent both of them. There would be no limit to how many MOs could affiliate but they would have only one representative and one vote. Affiliation would not have to occur based on geography. Any MO could choose any other MO with whom to affiliate.

An alternative model is that fees would be determined by the number of members an MO has but this would also difficult because if an MO couldn’t afford the membership fee, it would be unlikely they could afford to send their representative to board meetings.

There would also be two additional MOs created – one for faculty to give faculty an additional voice on the board and the opportunity to join together to learn from one another and another for people who live in areas where there are not established MOs. We also wanted to allow individuals that have irreconcilable differences with their MO to also be able to join this individual MO as long as they have asked WGI to help them resolve their differences and no progress could be made. There are only a handful of individuals we know about that may fall into this category. This has not been completely worked out yet.

There have been some other proposals made about a board restructuring. We would need to figure out the membership fee for MOs and talk further with MOs about the details before this would be put into effect. Those present thought this sounded like a good idea based on what is known so far. MOs would also be responsible for sending their representative to the face-to-

face meeting each year, which would allow WGI to run on a smaller budget, requiring a lower fee from MOs for membership.

- a. Member Organizations – we discussed how under the possible restructuring, WGI would establish different levels of MOs, providing more support and supervision to new MOs while allowing established MOs with consistency certain privileges, such as approving their own senior faculty
6. Process to become senior faculty – WGI has had some requests to shorten the process to become senior faculty, while improving the process for ensuring quality. We are discussing several things – one being to recommend the number of basic trainings that need to be completed be reduced from ten to five. One person present said she thought her MO would want to retain the requirement of 10. This is fine for an MO to require more than the minimum amount recommended by WGI. However, this has only been discussed, not decided yet.
    - a. The question is how do we promote reasonable guidelines while ensuring quality teaching?
    - b. Japan is hoping for a 5 week requirement. Because their instructors speak Japanese, Masaki confers senior faculty status on Japan’s applicants. People pay WGI the fee and WGI pays Masaki the fee normally paid to Pat Robey.
    - c. David suggested that we use the role plays on the website and to start a YouTube channel.
  7. Croatia had a concern about Take Charge workshops. In Croatia, reality therapy has a reputation of being a very high quality training for professionals. They are concerned that if they offer TCOYL workshops it will decrease the interest in their professional workshop much the same way it did when NLP in Croatia began offering shorter workshops for the everyday person. They are not trying to stop people, however, who are doing TCOYL in Croatia, just as an MO, they are not endorsing this program in their area. Whenever people contact them asking about becoming a facilitator, they will refer those individuals to WGI.
  8. Korea – On March 22, Rose Inza Kim was granted an award as an outstanding teacher for public education by Korea HRD, one of the biggest research and education groups in Korea. Big congratulations to Rose. In Korea, over 14,500 have had a basic training in Reality Therapy and they have trained over 500 kids in school and jail at no charge. Instructors volunteer and the Korean Association for Reality Therapy provides the course materials. Rose talked about wanting to have a face-to-face meeting with MOs, if not all of you at least the ones in Asia.
  9. Canada – paid \$2050 to have TCOYL materials translated into French and it is wondering how it can recoup some of this money. They are considering assessing a fee on those who teach TCOYL and offering the French materials to others who would like to teach in French for a fee.
  10. In the interest of sharing – it was suggested that MOs share their Programs, Policies and Procedures and guidelines with WGI to be posted on its website on the Member Organization

page so they can be shared. If an MO is thinking to create a particular program, guideline or policy, it could use work already created rather than reinventing the wheel. If you would be interested in sharing yours, please send to [kim@wglasserinternational.org](mailto:kim@wglasserinternational.org) and I will see it gets posted on the website.