



**ANNUAL REPORT**

**2012 -2013**

## MISSION STATEMENT

The Mission of the William Glasser Institute is to teach all people **Choice Theory** and to use it as the basis for training in **Reality Therapy, Quality School Education and Lead Management.**

## BELIEFS

The members of the William Glasser Institute believe that Choice Theory, Reality Therapy and Lead Management are to be taught with: integrity, adherence to fundamental concepts, and the incorporation of currently available knowledge.

These concepts guide our relationships and are reflected in the way the Institute does business.

The beliefs comprise a living document that can be adjusted over the course of time as the Reality Therapy community grows and changes.



# WGIA



*Building a better world through quality relationships*

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### BOARD MEMBERS 2012 - 2013

President	Sylvia Habel
5th Director	Susan Fleming
Treasurer	Sheryl Matwijkiw
Honorary Secretary	John Cooper
Training Officer	Michael Bell
Newsletter Editor	Ines Pintos-Lopez
Administration Officer	Paula Baxter

### REGIONAL COORDINATORS

Rockhampton QLD	Bruce Lloyd
Northern QLD	Vacant
South East, QLD	Dijana Sahibasic, Colleen Hope, Glenys Woolcock
Darling Downs QLD	John Archibald
Country NSW	Penny Hammond
Victoria	Jeff Steedman
South Australia	Garry Garnaut
Northern Territory	John Cooper
Western Australia	Vacant
Hunter NSW	Nancy Snow
Sydney NSW	Marinela Mendes

*\*as they appear on the website*

### AUSTRALIAN INSTRUCTORS

#### SENIOR INSTRUCTORS:

Maggie Bolton	Dorothy Devine
Garry Garnaut	Judy Hatswell
Ivan Honey	Joan Hoogstad
Ali Sahebi	Liz Tham

#### INSTRUCTORS:

Lois Anderson	Bette Blance
Mary-Ellen Davis	Mary Farrell-Jones
Louise Fentoullis	Glenys Gardham
Sylvia Habel	Peter Lacey
Helen Parker	Rebekah Russell
Nancy Snow	Jeff Steedman
Rob Stones	Kalikamurti Suich

## REPORT FROM THE PRESIDENT

"Change your path when you must, but keep moving forward."

(<http://www.marcandangel.com>)

Late last year, the WGIA set its directions for its future. These included:

- Diversifying CT RT LM aligned products
- Increasing alliances with external organisations
- Accrediting and supporting allied programs
- Exploring other sources of funding
- Increasing social media presence
- Monitoring the work of the International Board

It is true to say that the Board has found the accomplishment of these tasks to be extraordinarily challenging. I wish to recognise that there are individuals within our Faculty who have given time and energy to the task of accreditation and diversification. Some of which you can learn about at our upcoming conference. (Please see *The Art of Choice* program online at [www.wgia.org.au](http://www.wgia.org.au))

Thank you to members for your enthusiastic participation in our social media platforms. The plethora of updates, news items and ideas that are available on our social media forums are at times overwhelming, however, to me it indicates that a growing number of people really enjoy and appreciate the ready access to current and up-to-date information. The quotes and shared stories continue to be a source of inspiration and encouragement.

You will recall within the last 12 months that the WGIA has focused its administration priorities in order to manage our financial responsibilities. Earlier in the year I listed the following priorities:

- Supporting training via administration
- Ensuring the sustainability of the database
- Updating the WGIA website
- Supporting the facilitation of the 2013 Biennial Conference

With significantly reduced hours and reorganised office systems the above services have been dutifully managed, most particularly by Paula Baxter. If you haven't done so, please visit the website. While only small changes are visible to the eye, much work has gone on in the background. Most significantly, the WGIA database has been rebuilt and is being updated regularly. This project has been a very large undertaking, managed on the whole by Paula Baxter and the database consultancy service we appointed. It was a major concern for Board members that WGIA data was at risk of being lost because of an outdated system and keeping relevant and useful data was difficult to store because of the old database. Many thanks to Paula, who painstakingly ensured that our very important information was relocated, stored and able to be retrieved accurately and easily.

*The Art of Choice* conference in Adelaide promises to be a wonderful gathering of Choice Theory advocates with a wide variety of workshops demonstrating the breadth of applications of choice theory, reality therapy, quality schooling and lead management. There are multiple options for attending the conference besides the full conference package; it's even possible to attend individual workshops.

You can find the registration application at [www.wgia.org.au](http://www.wgia.org.au). And if you're attending, perhaps you'd like to participate in some way by presenting a workshop or acting as a volunteer. Please contact conference chair Garry Garnaut for further information at [ggarnaut@bigpond.net.au](mailto:ggarnaut@bigpond.net.au)

It is with some sadness and deep gratitude that I announce the resignation of our Newsletter Editor, Ines Pintos-Lopez due to work/life commitments. I thoroughly enjoyed her inspiring editorials which always offered us a personal challenge. The WGIA has always thrived on the passion and internal drive of members, volunteers and Faculty such as Ines, who have willingly shared their thoughts, beliefs and ideas with others. Thank you, Ines.

A sincere vote of thanks to our Faculty for their continuing commitment to teach the ideas embodied in Choice Theory and the pursuit of new applications to share with the community. I also extend my gratitude to my fellow Board members for the hours of voluntary time they have given to the task of sustaining the WGIA and working to maintain a viable, vibrant future.

Finally, the shape of the future for the WGIA is continuing to unfold, the commitment to personal freedom, a world where the deadly habits are obsolete and people take responsibility for their own behaviour remains foremost in our minds. The means of achieving such aspirations are many and we continue to welcome contributions from all those who aspire with us.

**SYLVIA HABEL**

## REPORT FROM THE TREASURER

### **Treasurer Interim Report**

The 2012-2013 financial year has been one of reductions and adjustments. In the past, Paula and Jay Baxter have saved the WGIA office from floods, they have moved it to safer grounds and improved conditions, with access to a Board room for meetings and trainings purposes. In order to assist with the drastic costs cuts that were needed to keep the Institute afloat this remarkable couple now have the office set up in their spare room. Paula's hours have been reduced to 20 hours paid per week. The Board meets online and on the occasions when it has met face to face Board members have personally paid their own airfares and stayed with family or other Board members in order to eliminate accommodation costs.

At the time of writing this report the Auditor's report was not complete. At this point in time the Institute financial reports generated from MYOB indicate a small loss of \$3072.08. The full financial report will be available at the Annual General Meeting to be held in October on the 5<sup>th</sup> October at 4.00pm at the conclusion of the National Conference. In order to comply with recent changes to the statutory requirements the Institute's Articles of Association need to be upgraded to a Constitution that complies with the 2001 Corporation Act. Once this has been accepted and passed by the Board and Members the Institute will then fall under Australian Charities and Not-for-profit Commission (ACNC), a new governing body for Charitable and Not for profit organisations. Currently, the Institute remains under the governance of Australian Securities and Investments Commission (ASIC).

I look forward to seeing many of you at the Conference in Adelaide. My thanks go to my fellow Board members who continue to keep our organisation alive in Australia.

**SHERYL MATWIJKIW**

## REPORT FROM THE HONORARY SECRETARY

Since our funds began running out faster than coming in, the Board has kept in touch mostly through electronic meetings – often for special purposes. We have had several sessions to consider the requirements of our current audit process and how to proceed for less cost. In fact the Board spent several teleconference sessions attempting to clarify the new audit requirements for organisations such as ours. Work continues.

Having recently joined discussions with the International Board members as they continue to develop the International Constitution and International Policy and Procedure Manual, it seems that much of what is in our Articles of Association and Addendum is being duplicated by the overarching body. E.g. Why would we have significantly different training requirements to the International Body? Several discussions are covering similar if not the same ground, for instance why not have a BIT (Basic Week) that is specialised for say; teachers, reality therapists, leaders; and we could go on – aged carers, child care, mental health workers, parole officers, corrective services schools, family service workers.

Maybe the question is what do we need to have that is uniquely Australian yet fits under the International umbrella. A good reason to keep in touch with our minutes and reports – and to visit our website and that of the international Board - and to give us some feedback.

We are progressing a coaching theme to the BIT and investigating if there could be an advantage in being a Registered Training Organisation (RTO), or the practicality of piggy-backing onto an allied organisation's credentials. Your input at any time is welcomed as we attempt to generate more business and recognition.

There is much "chatter" on our electronic media and we have many people registered as having completed training yet these numbers don't translate into membership. The same discussion faces the WGI re membership cost and what is available to members – maybe exciting information and personal anecdotes, useful discounts, relevant papers and research. When is encouraging membership pushing past the point of coercion? What do you say to encourage past members to renew?

Mental Health Week may be a period when as an organisation we could intrude into the national headlines. Many members could contribute their anecdote to any / every form of media over the same fortnight. It is essential to use every option to disperse information at every level if we want members of the public to learn about Choice Theory. The social electronic media is alive already and others that will reinforce the message include; local radio station talkback, letters to the editor, press releases, research summaries to papers running mental health week supplements, promoting training options, noting schools registered as on the journey and I am sure you will have more. Maybe this could become a 2014 project for us all.

The work of the Board members has continued apace due to the leadership shown by Sylvia and the enthusiastic support provided by Sheryl, Susan, Michael and Ines. Paula does an excellent job as our shop-front person and keeps the back-up act together. Working with this team has been very rewarding. Thanks everyone.

**JOHN COOPER**

## REPORT FROM THE FIFTH DIRECTOR

15 years ago when our school was undergoing major changes we ran a Choice Theory Professional Development day. The instructor asked us a powerful self-evaluation question 'What are you prepared to let go of in order to be successful and achieve your goals?' It led me to realize that I wanted to hold on to all my skill sets and all the things I used to do, as many of the staff did. We realized that we could not move forward to where we needed to go if we kept doing what we always did. Even though we and others valued our past work, some things, if we didn't let them go would hinder us in the new context we were now working in.

Some of us grieved over what we had to leave behind, because they were things we had invested ourselves in. They were part of the picture of who we were and our place or purpose in the organization. But we found courage, got out of our comfort zone, took risks, talked lots, stayed connected, maintained our relationships and most of us found renewed passion, where we fitted in and learnt new ways of working.

What helped us move forward was to go back to what were our core values. We asked ourselves: What was important? Did our practices reflect our values? What was the best ways to action those values in the changed environment to achieve the best outcomes? Those questions helped us work out our actions and processes so that what we kept or changed was based on being loyal to living the values in the current environment, rather than loyalty to the historical practices that were comfortable and suited the past environment.

As we deal with the challenge of maintaining our Institute as a distinct identity and a viable financial organization, I am reminded that we need to ask ourselves the same questions. What are we prepared to let go of to move forward and be successful? What are the things we need to focus on to maintain quality? What are our core values and the best ways to action them?

Every one of us in our personal lives, workplaces or social groups is educating the world about Choice Theory. Our Institute's structure has been based on an Educative model. Our Faculty consists of 8 Senior Instructors, 14 Basic Intensive Instructors and 27 Practicum Supervisors. We follow a very specific syllabus for BIT, AIT, Practicums and Certification. Dedicated members of our organization have developed an increasing array of great programs based on CT/RT/LM to meet personal, professional or industry needs that the WGIA accredits. We have over the years made changes but are still heavily reliant on one pathway to become Faculty or gain Certification.

Traditionally society has relied on Universities, Colleges and TAFE's to provide the 'tickets' for entry to practise in a number of professions. As our world changes so have the ways of working. RTO's and training packages, provided they meet the requirements of training.gov.au (TRA) now also provide these 'tickets'. The process of Recognition of Prior Learning can work in our favour if our trainings can meet TGA course competencies. This is a time consuming and arduous task, as the South Australian team found when getting PACFA recognition for the Advanced Cert in the Clinical Practise of RT. We need a band of willing members to help us with this task. On the flip side we too may need to adjust our way of working to incorporate the Recognition of Prior Learning process to accredit our Faculty and/ or programs against competencies, so that our product can be transferred across other domains. I look forward to discussing these ideas with Faculty at the conference and in the near future.

Early this year in response to the feedback we received from members about how we could support them, we developed our Advertising Policy. WGIA will use the data base to advertise courses and workshops related to CT/RT/LM for a small fee to members. It includes advertising on our website, which gets about 1000 hits per week. The rate is significantly cheaper than other organizations and provides a source of income for WGIA.

We continue to investigate ways the Institute can work with members to develop marketing products that provide income for members and the WGIA and reflects our mission statement and values.

**SUSAN FLEMING**

## REPORT FROM THE NEWSLETTER EDITOR

The edition of the Voice of Choice this year was guided by a plan to broaden the newsletter's content. *UNITED BY ONE VOICE* was my personal principle. It was my intention to extend its content from the local CT presence to a more international encompassing one.

In these times of social media and websites, I worked towards to extending the newsletter focus further than our Quality School's yard and the CT/RT training activity. I wanted to engage a larger readership through today's news and social problems. E-Links to other voices (books, magazines and newspapers) were meant to motivate the reader to find relevance in the application of our philosophy of choice; both, in Australia and abroad.

I would have loved to offer the newsletter not as a benefit only for our members but to anyone *passing by*/visiting our website. I believed that VOC as *freebee* would increase e-traffic and interest in what we do. Paid advertising would have been attractive then. I never got there.

I was not capable to attract a permanent flow of contributions from our community for the VOC 'corners' either - other than those from Bette and Joan Hoogstad and articles from Sheryl and Michael. I had dreamed of having someone, hopefully a member of the Faculty, commenting on the application of RT on bullying, addiction, depression, anxiety or maybe a CT perspective on the problems in our jails, our schools, our mining towns, refugees or indigenous population. I could not garner momentum for this either.

For a moment I thought that a hard copy of the VOC featuring the above would be possible. The idea of distributing this issue to Medical Centre, Wellness Centres and health professionals had the support of the Board . Unfortunately the WGI-A's financial situation would not been strong enough to afford it. This idea, in the future, would be capable of raising the public awareness of our philosophy.

I have resigned to the Editor's job for personal reasons. I am not able to dedicate the time and effort it requires but I look forward to make frequent contributions to the VOC from a *counselling corner*.

**INÉS PINTOS-LÓPEZ**



## REPORT FROM THE TRAINING OFFICER

Our sincere congratulations to Nicki Andersen, Colleen Hope, Glenys Woolcock, Dijana Sahilbasic, Lorraine Shaw, Stephen Larmar, Anita Spinello and Robert Thornton on their successful completion of the Certification Training in January this year. Many thanks to Maggie Bolton for bringing her expertise to this important stage of training process. Fifty-four people have reached certification in the last four years and 1550 have completed a BIT training in that period (in 138 separate training events). That's more than 1500 people who now know there is another way to personal freedom, balance and satisfaction, over fifty of whom can support others in their exploration of this personal freedom. I thank our excellent faculty, both instructors and supervisors, for their roles in teaching, coaching, and facilitating Choice Theory training over this last four years.

This financial year marks the slowest period of training since the '08-'09 with numbers down between 20% and 50% on last year. As with all such scenarios the factors that contribute to this down turn are many. The general economic tightening, the rise of competitor trainings (positive psychology, alternate forms of 'behaviour management') as well as the diversification of trainings offered by our faculty has meant there are fewer resources for WGIA trainings.

Table 1 outlines the numbers of participants at each level of training over the 2012 – 2013 financial year as well as comparisons with previous years.

**Table 1: Comparative Number of Participants in Training (2009 – 2013)**

Program	Number of participants	Number of participants	Number of participants	Number of participants
	July 09– June 10	July 10 – June 11	July 11 – June 12	July 12 – June 13
Basic Intensive Week	379 (30 events)	432 (45 events)	408 (39 events)	331(24)
Basic Practicum's Started	54	66	74	50
Advanced Intensive Week	32 (4 events)	21 (3 events)	50 (5 events)	26 (3 events)
Advanced Practicum's Started	26	24	15	7
Certification	19 (3 events)	12 (2 events)	15(2 events)	8 (1 event)
<b>Faculty Training</b>				
Practicum Supervisor Training	8	2	3	0
Practicum Supervisor Endorsement	4	3	0	0
Basic Week Instructor Training	0	6	0	0
Basic Week Instructor Endorsement	0	1	6	0

There has been no Faculty training this past financial year. There are a number of people ready to move onto Practicum Supervision Training or Endorsement and will do so in October after the Biennial Conference

As outlined in Table 2, conversion rates (percentage of participants continuing to subsequent stages of training) are also down on last year.

**Table 2: Comparative Conversion rates from BIT to follow up trainings**

Financial Year	Percentage of Basic Week participants continuing to:			
	Basic Practicum	Advanced Intensive Training	Advanced Practicum	Certification
07/08	10%	6%	3%	5%
08/09	16%	8%	3%	4%
09/10	14%	8%	7%	5%
10/11	15%	5%	6%	3%
11/12	17%	11%	4%	4%
12/13	15%	7%	2%	2%

My ongoing thanks Paula for her support in maintaining the training file, dealing with enquiries and following through on support for instructors as they set up their training programs.

**MICHAEL BELL**

## REPORT FROM THE INTERNATIONAL BOARD REPRESENTATIVE

Thanks to the folks who supported my nomination as the International Representative for Australia and New Zealand. I have attended just one meeting to date which began late at night and went for three hours, during which I discovered how much work has been completed and the distance yet to go.

The developing website has at its masthead the very recently adopted logo and colours. Many thanks to Marinela Mendes for an exceptionally comprehensive brief on potential logos.



Thanks to Ivan Honey for the initial input on behalf of Australia and New Zealand.

The International Board meets monthly – for Australia / New Zealand, late on Sunday nights. Each Board Member has a role / roles on specific committees.

Marketing: Mitchell Messina / Nancy Buck

Communications: Nancy Buck / Mitchell Messina

Funding: Jim Montagnes

Programs;

Quality Schooling Training: Nancy Herrick / Juan Pablo

Faculty Training: John Brickell / Nancy Herrick & Ellen Gelinias

Reality Therapy Training: Ellen Gelinias / Nancy Buck & John Brickell

Research: Janet Morgan

Membership: John Cooper / Jim Montagnes & Masaki Kakitani

Agenda items continuing, as well as committee work includes;

- Election of International Board office bearers
- Website
- Policy and Procedures Manual
- Face to Face Meeting in Dublin
- Glasser Quality School evaluation
- Policy on emerging countries

Information and progress can be sighted and your contribution can be made at;

<https://basecamp.com/2165968/>

Check it out soon.

**JOHN COOPER**

Following are reports submitted from our Regional Coordinators

## SOUTH EAST QUEENSLAND REGION

As Sonya Bailey described the 2011 – 2012 year we have reattached the same for 2012 – 2013 year. We started the year by acknowledging that the word for this decade seemed to be “EVENT”. We have “rain events”, “flood events”, even a “high tide event” and there is everything else which you care to put the word “event” to. As a Principal of a Gold Coast School managing such an event I was so glad we installed Global Text Messaging as a means of communicating quickly with students, staff and buses.

Our new committee for South East Region established in May 2013 includes Glenys Woolcock, Dijana Salihbasic, Colleen Hope and Bette Blance. We want to sincerely thank Sonja Bailey for her valuable contribution as SEQ Regional Coordinator for many years and aim to follow in her footsteps, as you can see it takes four of us to fulfil that role!

In January 2013 – eight participants from South East Region, New Zealand and South Australia completed Choice Theory Certification with Maggie Bolton.

Gatherings coordinated with Sonja’s guidance:

- Glasser Gatherings held during 2012-13
- 26 July 2012 - Springwood Community Centre, Brisbane – Topic: Revisiting the Choice Theory Axioms
- 25 October 2012 – Peregrine Springs State School, Sunshine Coast – Topic: The Doug Dragster Program by Rebekah Russell

Our new Committee has organised:

- Thursday 22 August at 3.45 PM - Mudgeeraba Special School, 4 School Street, Mudgeeraba

Topic: Performance Planning the Choice Theory Way by Sandy Harp – Teacher & Colleen Hope – Principal Mudgeeraba Special

Focus: At Mudgeeraba Special School we were a Developing Performance Trial School in 2007. We have developed a unique team model where team leaders have been trained and lead the process. The team constitutes Teacher, Teacher Aide and AO2. This team meets fortnightly with the Principal to share their rich conversations with all staff. Each term this team is released to have a coffee date to discuss their Developing Performance Plans, plan, implement and review professional development practices from term to term and over the year. The team informs the Annual Implementation Framework and Quadrennial Strategic Plan. We have 100% staff with plans. We have improved School Opinion and Developing Performance Data. It was noted in the Teaching and Learning Audit as an outstanding in Culture. We have more recently aligned it to our Team Charters, Team Meetings between teachers and aides and feedback processes of Collegial Coaching practices as the Teacher is a Regional Mentor and the Teacher Aide representative is a Collegial Coach. All of this is embedded in the beliefs of Choice Theory that we cannot change our staff but we can provide processes to empower them to be the best professional they can be.

Our aim as we take on the baton from Sonja and colleagues is to ensure that The Glasser Gatherings will be encouraged and supported in the years to come.

**GLENYS WOOLCOCK, DIJANA SALIHASIC, BETTE BLANCE AND COLLEEN HOPE**

## **DARLING DOWNS REGION**

In the Darling Downs Region, over the last year, our small focus group called "Threads" has continued to meet on the third Saturday of every month from 9am to 12pm at Harristown State High School. Under the guidance of Dorothy Devine, we have lots of fun supporting each other in exploring and developing our understanding and application of various aspects of Choice Theory, Reality Therapy and Lead Management in our lives.

If you are interested in refreshing your knowledge and use of Choice Theory in your life and would just like to be part of or local network, you are welcome to join us. To be kept informed and receive notification of meetings, just phone me or send me an email (see my contact details listed below).

Also if you would like any assistance with organising any of the following we have members who could provide:

- Basic Intensive Training
- Peaceful Parenting Course (based on the work of Nancy Buck)
- Introductory talks about Choice Theory, Reality Therapy & Lead Management
- Refresher workshops

**JOHN ARCHIBALD**

## **CENTRAL QUEENSLAND REGION**

Its report time again, a time to reflect on the past year.

In September we did run a Basic Intensive. We had eight registered and four people pulled out at the last moment which left four. However on the first day of the training one person was sick and they did not come back. So, three people had a very intense four days Basic Intensive training.

I wish to thank Sylvia for still coming to Rockhampton even though we did not have enough numbers. All three participants were given lots of opportunities to learn and to practise.

Peta and I also continue with the last three of four sessions St Peter's primary.

St Peter's primary has implemented Marvin Marshall's Discipline without Stress Program. So Peta and I have been teaching them more about Choice Theory and self-evaluation. We conducted four sessions with the last one finishing in term four.

I have continued discussions with our secondary and primary schools about the Basic Intensive being seen as in-service training and therefore meeting training points for teachers PD requirements.

I have again run two sessions at our Bishops in-service about Evaluating the Change Process. This process was put together because teachers were experiencing frustration in working with students and parents and the confusion that is created by differing agendas.

I also had the opportunity to present to the Catholic P&F association about parenting teenagers using Lead Management.

All in all, quite a busy year.

Yours in Choice

**BRUCE LLOYD**

## COUNTRY NSW REGION

Managing our own wellbeing is often a challenge that we chose to ignore when we behave in a way we perceive will better meet our immediate needs. All too often we take our cues from the actions and behaviour of others, the demands and responsibilities of everyday life and our own inner 'moral compass'.

What are our basic needs that we listen loudest too?

Love and Belonging – our need to nurture, our desire for love and acceptance, our need to meet our perceived image or the stereotypical one confronting us continuously from all forms of media as well as colleague and family expectations?

Power – achieving our 'goals', maintaining our standards, progressing 'up the ladder' or again meeting that perceived stereotype image?

Freedom – sometimes having too many choices, being drowned in a cacophony of advertising and advice can muddy our ability to discern positive behaviour.

Fun – "on a whim", "just for a lark", "everyone else was doing it", "he made me" or that old chestnut "impulse"!

Sadly, being mindful of our own well being, (Survival), can take second, third, umpteenth place in our lives to our long-term detriment before we realise it.

Finding ways to protect our own wellbeing, whilst being mindful of the wellbeing of our colleagues and promoting the wellbeing of our students/clients will lessen the effects that constant changes and demands place on each and everyone's daily lives.

CT/RT gives us the tools to create meaningful direction, calm and soothe as well as achieve order in a sea of chaos. Sometimes I found it easier to share my own knowledge rather than listen to my own needs – something I should have been better at in the last 12 months. The opportunity to recharge, refresh and re-ignite presents itself at our Adelaide Conference in October – definitely a personal wellbeing choice!

See you there or be square!

**PENNY HAMMOND**

## HUNTER NSW REGION

It still remains difficult to run Choice Theory training in the Hunter. Many of the schools where it is really needed, are all running the extremely expensive behaviourist theory based *Positive Behaviour for Learning* program. Other schools are using *Restorative Practices* – again – at great expense. And also based on Behaviourism. These are interesting times where there has been a shift to internal control language but still in an external control environment. Both the above programs – which are about internal control – would work brilliantly if based on an internal control psychology.

However, we at Woodberry Learning Centre (a Behaviour School for students who cannot be maintained in the mainstream) persist! In Term four, 2012, we ran an 8 week program of two hours per week after school teaching the strategies we use at WLC to manage our students, to interested teachers who work with students with challenging behaviours (virtually all teachers!) The course was to have a maximum of 16 participants and was skills-based. Each week, the participants would receive information and a particular skill which they would then practise over the following week and report back at the beginning of the next session. This was incremental so by week seven, they would be practising seven skills with an emphasis on the last one. We ran with 19 teachers who turned up each week, enthusiastic and willing to learn. Although based on Choice Theory, it was teaching the strategies with only a brief teaching of Choice Theory. The evaluations were fantastic with teachers suggesting the course should be mandatory for all teachers.

Basic Intensive Training in Choice Theory was run on the two Staff Development Days in December, 2012, the SDD on the first day of term in 2013 and another afternoon. Evaluations were great and 15 more teachers including school principals were trained.

Between March and May, 2013, we ran another eight week, two hours per week course. We did not need to advertise it as we had teachers enrolling based on word-of-mouth from their colleagues. This was great as it meant there were more teachers from the same schools which meant they could support each other. Again, we had to turn people away and ran with 17 teachers. Again, the evaluations were terrific. Hopefully, these courses will lead to some of these teachers undertaking Basic Intensive Training when it is advertised.

At the end of the BIT, about six people were interested in a practicum but when it comes to actually committing to do it, daily lives seem to get in the way. There are three people interested currently in doing the Basic Practicum and hopefully we can get a few more.

We will keep telling anyone who will listen about Choice Theory and when our website is complete, people will be able to get information from that. We are also making a short video showing staff interacting with our students using Reality Therapy questions and this too will be on our website.

**NANCY SNOW**

## VICTORIA REGION

This year has been very challenging in terms of the situation with WGIA generally. We have made several calls for interested persons to bring their ideas and enthusiasm to a meeting to renew interest in WGIA and in Victoria in particular, with very few responses. We have also asked for ideas to be sent to us, but have not received responses.

We have tried what might yet prove to be an innovative way to discuss CT. Films have been purchased through Spiritual Cinema Circle. These are quality films with a real spiritual, people related focus. The idea is to share a meal, watch the film and then discuss it through the lens of CT. Again numbers have not been good, but we think it might be worth persevering a little longer. The films have been excellent.

A major event for the CT community was the launch of the Doug Dragster Program in Bendigo, congratulations to Ivan and Bek!

Training is continuing, but not in the quantities we would like to see. We would particularly like to see those who participate in Basic Intensive Training going on to certification, there is a challenge there for all of us to keep training interesting and relevant and support increasing numbers staying with CT.

The Choice Practice Institute has been quietly launched and applications are being tendered for work in many areas which should lead to increased work opportunities in the training field should they be successful. We are hopeful that this will generate opportunities for many in the CT field as well as increased revenue for WGIA.

**JEFF STEEDMAN**



## SOUTH AUSTRALIA REGION

This year has seen the regional South Australia group - Institute for Reality Therapy South Australia undertake the enormous task of convening the 2013 WGIA National Conference in Adelaide from 3rd October to 6th October - **THE ART OF CHOICE**. As a result we have put aside our annual workshop to concentrate on delivering a high quality conference to members and others who will attend. We have a dedicated group involved in the planning and we have been convening over the last 15 months on a monthly basis at Kelly Pritchard's house to organise the planning. Our group is solid and committed and it will be great to see the event unfold at the beginning of October.

Delivery of Basic Intensive Training and Advanced Training continues although the pace of training has slowed with the economic circumstance our State finds itself in. What goes around comes around and we are tremendously thankful for the training that has take place in recent years that has allowed so many people to be exposed to Bill Glasser's ideas.

The Advanced Certificate in the clinical Practice of Reality Therapy that is accredited with the Psychotherapy and counselling Federation of Australia has seen two groups convened this year. The Location of training has been in Canberra which has fitted in well with the new living arrangements of the course coordinator Joan Hoogstad. I have travelled a number of times to Canberra to work with Joan in presenting the course, and feel I have completed my 'traineeship' as I assumed responsibility for the course as a result of Joan's retirement. With licence renewal due with PACFA in March 2014, this too is proving to be a big workload.

And finally, if you are not aware, Joan Hoogstad has retired from all counselling and training commitments this year although she continues to work steadily on her forthcoming book that focuses on relationships. We will all have an opportunity to farewell Joan as she will be attending the National Conference where we intend to giving recognition to her service to WGIA and IRTSA in promoting and so wonderfully modelling Choice Theory in her life.

**GARRY GARNAUT**

## NORTHERN TERRITORY REGION

Visitors to NT may have discovered that there is the north (Darwin) and the south (everyone not in Darwin). Currently in the north a distinctive program underpinned by CT is taking off.

Mercedes Taaffe has been a moving force in our Top End – studying and gaining support for her initiative. Her program CounterPunch has grown from small beginnings until opening in the current Coconut grove facility in April 2012 in Darwin. Originally two rotations of groups completed the program per year, now each group participates for a full school year once per week during term time. They progress through levels of Choice Theory training including education around components of fitness, what is needed to succeed in sport, how to be happy in life and total behaviour – graduating at the end of November.

Those of you who took the opportunity to join Mercedes' presentations at conferences since Melbourne may have insight into how this program engages young people. The Menzies Research group working from Charles Darwin University has taken interest and is conducting research and the NT Health Department which funds Mercedes' work has asked her to set up another training facility in Katherine, 300 km south of Darwin.

Anecdotally; Two fifteen year old boys suspended from school, began the program as CounterPunch participants and have since completed their RT/CT basic training and Doug Dragster workshops. They have graduated as Level One Boxing coaches, have represented the state four or five times and now mentor a group of 10 – 13 year olds.

See the video clip [www.wgia.org.au](http://www.wgia.org.au)

In the south I had an opportunity to work in the juvenile detention centre for a few weeks and took the opportunity to introduce the lads to Choice Theory. We had some good conversations and the adults present were just as engaged thinking out their quality worlds and needs. Reading that the cost per adult prison inmate is \$170,000 pa and for a juvenile \$270,000 pa suggests that here is an opportunity for Choice Theorists.

I found my semester class, the Clontarf Football Academy Health Physical Education fell-as keen and willing to think about responsibility as they completed their year eleven study. In fact I'm learning devious ways to include CT in many class and staff discussions.

One teacher dialogued with Sylvia and me for several weeks to complete her practicum, Raelene Beale continues to embed CT in her presentations and consultancies with a number of people asking for more information and ideas.

With staff changes occurring at Yirara College as student numbers declined during the past 18 months, the toehold that CT held there seems precarious. Formal training ceased in 2012 and has not been renewed in 2013.

### JOHN COOPER

