



**WILLIAM GLASSER
INSTITUTE AUSTRALIA**

ANNUAL REPORT

2017-2018

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 2017-2018

President	Susan Fleming
Fifth Director	John Cooper
Treasurer	Sheryl Matwijkiw
Honorary Secretary	Maureen Sansom
Training Officer	Sue Berry
Newsletter Editor	Denise Landers
Public Relations Officer	Allison Turner
Administration Officer	Paula Baxter

REGIONAL COORDINATORS

Rockhampton, QLD	Vacant
Northern, Qld	Vacant
South East, Qld	Colleen Hope
Darling Downs, Qld	John Archibald
Victoria	Cathy Dillon
South Australia	Christine Duffield
Northern Territory	John Cooper
Western Australia	Vacant
Country, NSW	Penny Hammond
Hunter, NSW	Nancy Snow
Sydney, NSW	Marinela Mendes

INSTRUCTORS WHO ARE CURRENT MEMBERS OF THE WGIA

SENIOR INSTRUCTORS:

Maggie Bolton	Mary Farrell-Jones
Garry Garnuat	Judy Hatswell
Ivan Honey	Ali Sahebi
Rob Stones	Liz Tham

INSTRUCTORS:

Bette Blance	Debbie Buscall
Mary Ellen Davis	Christine Duffield
Glenys Gardam	Louise Fentoullis
Susan Fleming	Sylvia Habel
Nancy Snow	Jeff Steedman
Kalikamurti Suich	

REPORT FROM THE PRESIDENT

Early this year we conducted a survey of our members about the change of name and logo for WGIA (William Glasser Institute - Australia). As a result of feedback, we will now be known as **Glasser Australia** (trading as WGI-A). As we launch the new logo at our AGM, **ignite the power of choice**, I am excited to report that is certainly what we are doing. I have just finished watching an SBS Insight documentary Teaching Success <https://www.sbs.com.au/news/insight/tvepisode/teaching-success> which includes discussions with students and staff about how Sir Joseph Banks High school in Sydney has been using Choice Theory as a basis for their school programs. The link will be up on the new website soon. Other schools in NSW **are igniting the power of choice** in their communities as are a number of schools in Qld and also in South Australia. The Board has been working on documenting our process for schools wanting to declare themselves as a Glasser Quality School as we have had enquiries from schools in Queensland and NSW. There could be many other schools out there implementing Choice Theory that we don't know about, so let us know so who you are and what you are doing so that we can all share best practice and support each other on the journey.

In the mental health area, our Faculty have been working and training counsellors, psychologists, social workers and youth workers, as they work to **ignite the power of choice** with their clients. This is a much smaller base in Australia, unlike other Glasser communities around the world such as Croatia, Eastern Europe and Korea. It is however an area which we hope to build up in Australia, so share with us what you are doing in the area of mental health, so we can build a better network of support for us all.

So how are you **igniting the power of choice** in your own life and in the lives of those around you. Every now and then, more often than I care to acknowledge sometimes, I slip back to old habits and I remind myself of a Choice Theory axiom or principle or get in touch with the Quality World picture of the person or leader I want to be and ask myself a self-evaluation question to **ignite my power of choice**. Does that happen to you? Why not purchase the 'Housekeeping for Happiness' cards that Dorothy Devine developed and donated to Glasser Australia to give yourself a daily reminder of how **to ignite the power of Choice** in your daily life and help support Glasser Australia at the same time? They are only \$35.00. Don't forget to contact your Regional Co Ordinator who may also be able to put you in touch with other like -minded people or tell you about what is available to keep you involved and growing.

Ignite the Power of Choice will be the theme of our next conference from **3rd to 5th October 2019**. It will be held at Coolangatta on the boarder of NSW and Queensland. A great holiday destination with surfing beaches and places to visit. Why not extend it and have a holiday with friends and family? We will also be holding training and a Faculty Day led by Kim Oliver. Please let Paula know if you are interested in attending the conference or being involved in training. Applications to attend will be up on the website soon. Requests for workshops will be asked for by the end of the year. At this point in time one of our key note speakers is Kym Olver, Executive Officer of the WGI and writer of many books and courses on relationships and coaching.

Eighty- nine people attended our successful 2017 Conference at Newcastle, where our knowledge was deepened by the two key note speakers Edward Deci speaking on internal motivation and Juan Pablo Aljure principal of Rochester school a Quality school in Bogota, South America. Training was also held prior to the conference and Juan Pablo facilitated our Faculty day following the conference.

Some 80 people from outside Colombia, including 10 Australians attended the international conference held in July at Bogota this year. Much interest was shown in Juan's state of the art Quality School where the conference was held for one day. Nothing matches visiting this school to see the total picture however educators noted; renewable energy, recyclable everything, project based learning, circular classrooms and furniture to suit. The next international conference will be held in Croatia in 2019.

This year in response to requests for a yearly Faculty Day we organized one for Sydney as it seemed this is where our strongest growth was. However, we had a limited response, so it was cancelled. We are working on how we can best meet this need for Faculty and perhaps we may have to consider using digital media to do this, as we realize the difficulties of time commitments and travel expenses to attend these functions.

It is always great to see programs that promote the use of CT/RT/ LM such as Rob Stones and Judy's Art of Leadership and Ivan Honey's Get Happier project. We are exploring ways to endorse and promote the work that our members are doing around Australia. Our new membership levels that will be launched with the new website will include the opportunity for members to promote their works.

There has been some confusion with the move by WGI to have the member organizations collect memberships and then pass it on to WGI. The fact that WGI collects their membership in January and we collect ours in the beginning of the financial year has contributed to this confusion. To remedy this the board has decided to align our membership dates with WGI. As a result, WGIA members will receive 18 months membership for the price of the last 12 months. As from January 2018 memberships including faculty memberships will now be at the same time and paid to WGIA.

Our thanks go to Paula, our Administration Officer who tirelessly gives many of her own hours to support the board and members of our organization.

Thanks also to our Faculty who promote the training of Choice Theory, and the many members who in their own little corner of the world **ignite the power of choice.**

Never underestimate the power of one.

Susan Fleming
President

REPORT FROM THE TREASURER

The WGIA 2017-2018 unaudited financial year report shows a loss of **-\$4312.81**, up **\$1728.18** from 2016-2017 financial year.

The Biennial 2017 National Conference was held in Newcastle in late September 2017. Income for the Conference is shown was \$39,887.46. The Conference raised a very healthy profit of \$11,257.00. This Conference was one of the WGI-A's most profitable conference in some time. Our many thanks to Maureen Sansom and her Committee for all their hard work. It certainly paid off financially!

Income for 2017-2018

Total income was up by almost \$40,000 compared to last year. This equates to the income from the Conference.

Faculty training	\$12,994.10	down -\$800 from last year
BIT	\$62,135.00	down -\$6774.13 from last year
AIT	\$11886.36	up \$9591.81 from last year

The cash flow for the year has remained consistent. Balances for all Bank accounts as at 30/6/18 are as follows:

General Cheque Account	\$40,117.85	up \$7719.78 from last year
Conference Account	\$ 6,014.70	down -\$16884.84 from last year
Scholarship Account	\$ 9,708.55	up \$195.25 from last year
Investment account	\$20,000.00	
Visa Debit card	\$ 342.90	up \$30.81 from last year

Detailed Financial reports are included at the end of the Annual Report (Balance Sheet as at 30/6/18 and Profit & Loss from 1/7/17 to 30/6/18, with last year comparisons).

Once again I would like to thank my fellow Board members for their time and passion that is offered voluntarily. We all have families and jobs and time is a premium. And to Paula Baxter, your loyalty, devotion and efficiency to your job, over and above the remuneration paid – we THANKYOU!

Sheryl Matwijkiw
Honorary Treasurer

REPORT FROM THE HONORARY SECRETARY

Although my plans to travel to some of the remote regions of Australia for six months during 2018 were well on their way, I was delighted to accept an offer to join the team of dedicated the WGI-A Board as Secretary in February of this year.

It was decided at the February face-to-face meeting that online Formal Board Meetings would be held bi-monthly and on alternate months an online working monthly meeting would be conducted to discuss a particular topic that the Board had set as a priority for action during the previous months Formal Board Meeting.

As many of the areas I was visiting at the time of each of these meeting was remote, the telephone and internet services were often minimal or non-existent, it became obvious very quickly that it would be quite a challenge for me to perform in my role as Secretary as effectively as one would expect. I sincerely thank Sheryl for her continued support and expertise in assisting me with the role of Secretary of the Board.

Some of the highlights for the Board this year include the success of the 2017 Newcastle Conference, the trading name being changed as from 1 July 2018 to Glasser Australia, the continued development of the new website and a new logo, our membership structure being aligned to the WGI and, the guidelines and practices amended to better suit our members.

Plans are well underway for the 2019 Glasser Australia Conference to be held at The Mantra Twin Towns - Gold Coast from 3-5 Oct 2019.

The hardworking Board members continue to work effortlessly on important matters that contribute to the success of the Australian Institute and to ensure many participants will benefit from Dr Glasser's teachings in the future.

Thank you to all members of Glasser Australia who contribute in many ways to ensure the ongoing success of Dr Glasser's legacy.

Maureen Sansom
Secretary

REPORT FROM THE FIFTH DIRECTOR

Impetus from the February Meeting continues (a great way to kick-start the Board year). Your WGI-A Board members continue to meet regularly to progress the business of the Strategic Plan, recently upgraded (and included in this annual report). A major portion of the ongoing work is about our “digital face” and connectivity. We are looking forward to the “polished” and upgraded website.

Goals to engage Faculty prove elusive as there are just so many (few) hours in a week. Since my first days on the WGI-A Board (2009), discussion has regularly centred on developing ways to engage our faculty members to develop;

- Professional Development options
- Peer review practices
- Maintain Currency
- Share WGI developments with Competencies
- Marketing
- Develop and share training to deliver online courses
- Ensure Quality Training

Similar aims exist and are under discussion within the WGI Board. There is discussion about Faculty training for Faculty from Saudi Arabia, Kuwait, Morocco, Turkey, India, Iran, Qatar, Lebanon, Jordan, Bahrain, United Arab Emirates (all developing Member Organisations) in a location accessible to all. Perhaps an Australian contingent could attend – maybe like a Faculty convention! Imagine the potential;

- meet new members
- take on training in those Member Organizations (MO’s)
- become a mentor for an MO
- learn how Choice Theory works in other cultural settings

I read of the growing recognition by Australian schools of the value of learning about CT / RT / LM and becoming a Glasser Quality School. Having visited and met teachers and spoken to students in two great GQS’s – in Korea and Bogota – it is difficult to understand why any educator would stick to the “tried and true” 1950’s style of schooling. Well done to those who are providing the many training opportunities. The Training Officer’s Report shows an increase in trainings – not including “Take Charge of Your Life” – of 14%. This is looking like a trend!

John Cooper
Fifth Director

REPORT FROM THE NEWSLETTER EDITOR

My goodness how time flies! This is my third annual report as the newsletter editor for the WGIA Voice of Choice. I commenced this journey in March 2016 as the newly appointed editor of the Voice of Choice. Much time has passed, and lives have changed. While I have struggled to keep up with new technologies, I feel I have been able to produce a quality newsletter at regular intervals over the past two and a half years with the exception of the current quarter (June 2018). Unfortunately, life has interfered with my ability to commit the time and thought required to produce a piece of quality work this current period. I am currently living on Thursday Island and working in schools throughout the Torres Strait, including Dauan Island that is reportedly less than four kilometres from the PNG coast. With my new life come a number of challenges, but also a variety of once in a life time experiences and opportunities, working in a field I love, (education) in a completely unfamiliar and amazing new context, the Torres Straits.

Since my last report in August 2018 the following newsletters have been compiled and distributed via the WGIA current website:

September 2017

- Systems Thinking: The Key for the Creation of Truly Desirable Futures By Juan Pablo (Columbia)
- The Get Happier School By Ivan Honey
- Building Positive Connected Relationships with Children By Melissa Strader
- Promotion of the WGIA Biennial Conference Newcastle 28th-30th of September 2017 including conference program
- Who is driving your car? Managing yourself to effectively manage others By Judy Hatswell
- The Paradox of Power/Leadership By Rob Stones

February 2018

- Conference roundup
- Lead Management is all about the Personal Journey By Garry Garnaut
- Difficult conversations in the work place By Mary-Allen and David Davis
- Professional Growth Practicum By Kylie Bekker

Due to a significant life event, I have been a little preoccupied attempting to rebalance my scales. I have only managed to produce two newsletters since June 2017. My goal was to produce three and to have moved forward with my skills in using new technologies to capture a younger and broader audience. It looks like this goal will be carried forward in the hope that modernisation will happen with the introduction of the new website. I am prepared to contribute articles for an online forum to replace the newsletter, perhaps a weekly article with options for discussion as opposed to the current lengthy newsletter released every three to four months. This could be an agenda item to be discussed at the next monthly meeting.

Denise Landers
Newsletter Editor

REPORT FROM THE TRAINING OFFICER

As an organisation we exist to continue Glasser's aim "Teach the World Choice Theory" and through the WGIA "to build a better world through quality relationships". Accredited training offers individuals the opportunity for deeper learning, for connection with others sharing this interest and most importantly, a way to gain qualifications which enable them to offer others quality learning about Choice Theory, Reality Therapy and Lead Management. This formal framework is designed to allow the work to continue and ensure sustainability.

Training through the Institute continues to be offered widely by a strongly committed group of Faculty, many of whom have offered this over many years. I would like to acknowledge and recognise their passion, skill and dedication. Choice Theory is deeply embedded in their Quality World. A very enjoyable part of my role is speaking with and getting to know these Faculty members.

In order for the work of the Institute to continue in the long term, we recognize the need to increase the number of Senior Faculty. In February the Board ratified a revised process for becoming Senior Faculty. This is in keeping with the recommendation from WGI that member countries create quality systems and processes that suit their own circumstances. Information about this process will be communicated to those who may be interested, and also available on the new website, which will be launched soon.

Basic Intensive Training numbers continue to be strong, particularly in schools, with higher numbers continuing on to Basic Practicum this year. As a Board we are gathering information about the way Choice Theory is currently being used in schools across Australia, noting a resurgence of interest in South Australia this year. It is also noteworthy that some schools are providing opportunities for staff to continue to Advanced Practicum and Certification.

For those community members who complete Basic Intensive Training and are not part of a school or organisation, or who seek further training sometime later after their initial BIT, accessing Practicum Training can be challenging. We are continuing to offer 1-1 online Practicum training and are exploring ways of connecting people to extend that experience. Offering accessible Practicum training is a crucial aspect of facilitating training through to Certification. My plan is that Practicum training opportunities are more "visible" on the new website.

As part of the Strategic Plan focus on quality, we reviewed and updated the Basic Practicum Evaluation Form and have made available to Practicum Supervisors some resource documents designed to help clarify the focus of each of the five levels of training to Certification. When the new website is launched, these will be available and advertised more readily.

We continued to achieve our goal of offering trainings at our biennial conferences. Last year in Newcastle we offered AIT, Certification, Practicum Supervisor Endorsement and Basic Week Instructor Endorsement. A Take Charge of Your Life Mentoring workshop was also included.

A scholarship was given to one participant to complete Basic Instructor Training Endorsement.

I would like to acknowledge and thank Paula for the work she does in relation to Training – responding to and referring an amazing number of emails each week, providing information and record keeping. I would also like to thank Susan for her continued strong support and guidance with Training matters.

Training Data

Our figures for Training for the financial year 17/18 are as follows:

Table 1: Comparative Table of training completed in Australia and number of Participants (2012-2018)

Program	Number of participants July 12 – June 13	Number of participants July 13 – June14	Number of participants July 14 – June15	Number of participants July 15 – June16	Number of participants July 16 – June17	Number of participants July 17 – June 18
Basic Intensive Training	331 (24 events)	451 (40 events)	359 (29 events)	409 (33 events)	499 (36 events)	423 (33 events)
Basic Practicum	50	31	40	32	18	94
Advanced Intensive Training	26 (3 events)	16 (2 events)	0	54 (4 events)	19 1 event	65 (6 events)
Advanced Practicum	7	0	5	1	0	11
Certification	8 (1 event)	11 (2 events)	15 (2 events)	4 (1 event)	0	9 (1 event)
Practicum Supervisor Training	0	2	0	2	7	7
Practicum Supervisor Endorsement	0	2	0	2	0	6
Basic Week Instructor Training	0	1	0	1	0	0
Basic Week Instructor Endorsement	0	1	0	1	0	1
Totals	422	515	419	506	544	616

Points to note:

- The numbers completing Basic Practicum and going through to Advanced Intensive Training are very high.
- There are currently 28 people due to complete Advanced Practicum in next few months

Sue Berry
Training Officer

REPORT FROM THE PUBLIC RELATIONS OFFICER

Much of the energy has been around talking to individuals who may be able to provide information when the website is finally “live”.

Several individuals have indicated that they would provide PowerPoints and some short videos to illustrate specific issues in Choice Theory.

The Facebook sites that were developed for both the Board and for members were not successful in that very few members used the site or were contributing. A decision was made to de commission the pages.

Efforts of the Publicity Officer have been in building a local culture at the school I am based in and positioning the school to do some Glasser training. The training commenced recently and individual teachers are using aspects of their “new” knowledge in creative ways to make different connections with children and build their relationships.

Approximately 50% of the staff have dedicated two weekends to completing the training. One of the factors in this commitment was the personal approach to all staff and the ability to explain some aspects of the training.

Quality Schools

Publicity Officer has worked with the Chairperson to expedite clarity around the process to become a Quality school.

Issues currently being considered is what is the actual process?

What are the expectations around being a Quality School?

Who does what?

Documents are currently being prepared to assist this process and will be available nationally in the forthcoming months.

Many thanks to Paula for her tireless work around the website. With all of her efforts the new website should be available in the near future.

Alison Turner
Public Relations Officer

REPORT FROM THE INTERNATIONAL BOARD REPRESENTATIVE

The main work of the International board for the past year has been focusing on the restructuring of WGI. What had become very clear in terms of meeting the goals of the WGI strategic plan, to support MO's (member organisations) more, MO's wanting more autonomy, increasing membership and presence internationally, is that the current structure of the board was not working.

The restructure is well under way and a lot of work has been achieved. The board met for 4 days before and one day after the conference in Bogota and have developed clear actions to ensure that a comprehensive package of information is provided to each MO to enable informed discussion and feedback.

Please note that the information below is some information about the proposed restructure but not the definitive package that we will be asking each MO to look at and give feedback on.

The big picture of the restructure

- The current board has decided to continue with its current membership and structure up until 2021 for the purposes of establishing the new board structure and providing ongoing support during the transition. This was decided as we wanted to keep all the corporate knowledge and momentum, rather than just change and potentially lose that. It will also allow for rolling changes in how the board functions.
- The aim is for WGI to change into functioning as an umbrella organisation consisting of a board which has one rep per MO, rather than reps per country as is now.
- There would be an executive and staff working for the board. The staff would be taking on more tasks such as the roll out of the strategic plan, all administration in relation to training, facilitating MO discussions etc.
- There could be a change to MO's in that there would be three tiers, Level one emerging, Level two, new and Level 3 established. Australia and NZ combined would currently be defined as level 3. Each level would have different obligations and freedoms. Each MO would then be able to act more autonomously within the parameters of being a member of WGI.
- Role of the MO delegates still to be worked out in line with above
- Voting is still to be worked out, current suggestions including level one MO's i.e. emerging but not yet an MO would perhaps have a place on the board but not voting rights until the MO is established so as they can learn and participate. Level two and three would have full voting rights and different levels of support, autonomy and expectation. For example, Level three can decide internal processes for senior faculty.
- Money. Currently WGI board members including myself are working on defining the financial values of the organisation, creating budget templates and cash flow projection budgets, plus reporting expectations. We are also looking at the possibility of a flat rate percentage for MO's to pay based on their turnover of training, membership, sales and conferences. The aim of this would

be to make it easier for MO's to pay one fee. There is no decision about the percentage. To be able to assess whether this would be a useful way to go forward we will need to work with MO's to look at the current amount each MO's is paying, convert that into percentage and then evaluate. For example, what amount per annum on average are Australia and NZ are paying? How would this be reflected if it was a percentage of your turnover? This is a work in progress and really designed to assist MO's to have less paperwork.

- Supporting MO's more. It is clear we need to be more supportive of MO's. We have created a list of how we can be more supportive and lots of that will become clearer when we send out the package of information. Things that are being considered include; employing a marketing person to create a suite of information that all MO's can use, providing templates for budgets and action plans that can be used by anyone, facilitating MO's working together. These supports and resources would be funded by the monies paid by MO's to WGI.
- Changing the legal structure. The current legal structure will not suit the new organisation. The board is researching what would be the best legal structure and if needed which country it might move to. Currently it resides in the USA in Texas, however there are concerns about continuing to have it in USA given the current President's commitment to external control and the deadly habits. Options will be presented in the restructure package of information. The USA has concern about tax deductions as your 'gift' is not tax deductible if it goes to an international organisation.

Other news

The Board has agreed to continue to meet in person once a year. This means a big outlay every second year for the organisation, however it is considered that the value of meeting together and getting so much good conversation and work done is worth it. The year of the international conference we are based there. This year was Colombia and what a treat it was to visit Colombia and see the fabulous work they are doing. The conference was sensational, with the excellent interpreting of the key notes and quite a few workshops being helpful.

Next year's meeting place is not confirmed, however there is a commitment to going somewhere where the board is supporting an MO or group of them, plus a focus on building relationships and assisting MO's in developing and expanding their reach. A commitment to this means we are more and more clear about how CTRLM roles out all over the world.

The vault of knowledge is still high on the agenda. The WGI website has been upgraded, refreshed and is friendlier. There is still ongoing work, however one of the important things the website can do is provide a vault or library of training, workshop, ideas around the world that enables us all to extend our practice and knowledge base as well as celebrate successes.

Faculty Day after the conference

Jean Seville Suffield and I facilitated the faculty morning. We had some wonderful feedback as we planned a professional development day using a video about the chart which featured Lyn Sumida discussing her interpretation of the chart. We had a series of questions for small groups to discuss and rotated the membership of these. It was great learning and interaction for many, later in the program we discussed ways we might teach the chart and this well received.

It seems people are really craving professional interaction. This is one way all MO's could work together by virtually offering professional development and opening it up to all faculty. Both Canada and the USA have begun this. I attended a Canadian one and it was fantastic both in conversation and providing new information and different perspectives

Keeping touch with the WGIA and WGNZ members

At the conference in Bogota some time was allocated to MO's. Australia and NZ had a very good turnout. NZ has reserved the right to become an independent MO when they are ready.

I was surprised to hear however that WGI members did not receive any of the reports or feedback I provide to the board. Nor had they received my requests for input or feedback. I do not have access to WGI members nor do I wish it, however, I think for the position of representative to be functional, there must be some information exchange process. I would like the board to formalise a process. This could include sharing my reports, sharing my requests for feedback.

Once the comprehensive package about the change of structure for WGI is ready for consultation, it will be vital that WGI members that I represent, can communicate with Paula and me. This way both WGIA WGNZ will have the feedback and I will be able to follow up on the information to clarify or answer questions if needed.

It has been an honour again to represent both MO's and to work internationally to assist the teachings of Dr Glasser to be available world-wide via a connected international community.

Kalikamurti Saraswati Suich
WGI board representative

Following are reports from our Regional Coordinators

SOUTH EAST QUEENSLAND REGION

No Report received

DARLING DOWNS REGION

In the Darling Downs Region, our small focus group continued to meet last year - mostly on the third Saturday of every month from 9am to 12pm at a variety of venues. If you are in our area and would like to join us please contact me by mobile or email (address below). Unfortunately everyone seems to have become busier and not everyone can attend meetings, and although we have not met yet this year, we have another meeting planned for August.

Those who can make the meetings always enjoy catching up to encourage, support, listen and learn from each other. We share what we have been doing to apply Choice Theory ideas and practices in our lives and work, as well as exploring and extending our understanding and application of various aspects of Choice Theory as well as practising our skills in Reality Therapy with various role plays.

Over the last year I have continued to offer the Peaceful Parenting course in our area for a number of families referred to me. These are always well received and continue to make a difference in the lives of those who complete the course. Some have also undertaken some follow up coaching in implementing the ideas as well.

If you are interested in refreshing your knowledge and use of Choice Theory in your life or 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.

If you would like assistance to organise any of the following, we have members who can provide.

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

Although we only have a small number of financial members in our region, if anyone has a passion for promoting Choice Theory and would like to be the Regional Rep for our area, please let me know.

John Archibald
Darling Downs, QLD

COUNTRY NSW REGION

Finding a way to sum up the last 365 days in a few words is difficult and for verbose me, depends on the moment. For example, a buggered knee that restricts some activities and makes its presence felt can, distract from the joyousness of my Son's wedding, my beautiful Granddaughter, the ever-increasing fun times spent with friends and the wonderful "pair of comfy slippers" relationship I share with my marvelous Husband.

What is easier is to reflect on the contribution that the work of Dr Glasser, the International trainers who brought their skills to the Australia and beyond, WGI-A leaders and of course our own home-grown CT/RT teachers. To me, the sharing of self is a cornerstone of the CT/RT learning process and the generosity of all of the above contributors can never be underestimated. What a privilege it has been for me, and what an inspiration to have met such a wonderful group of people.

In our workplaces we cannot control how some people choose to behave. No doubt others, like me, encountered those whose response to Choice Theory was antagonistic. The very idea threatened their world of blaming, powering over and punishing and was seen as a leap into a chasm of uncertainty and a land of chaos. When I read about toxic work environments I know somewhere in the heart of the issue is a bullying culture, powering over relationships and the needs of all in the hierarchical structure of the workplace being unmet. These are the times that CT/RT provides us with the knowledge, skills and understanding to provide some self-protection to ourselves. Maybe though, like me, you find supporting and guiding others far easier than taking one's own advice.

Now in retirement I appreciate that the skills I gained over the past 28 years allow me to reflect, process and put behind me the toxicity of workplaces I encountered. It also allows me to build relationships and friendships, accept and be comfortable with choices I make and appreciate and enjoy, guilt free, the simple life.

I wish the WGI-A continued growth and success and thank everyone again.

Penny Hammond

Country NSW

SYDNEY, NSW

New South Wales members had no member meetings or state related activities during 2018. Individual faculty members have continued their teaching or training programs.

Marinela Mendes

Sydney NSW

HUNTER, NSW REGION

There seems to be an interest growing in the Hunter for Choice Theory Training. This is more than likely thanks to Judy Hatswell & Rob Stones running The Art of Leadership program up here. Only a couple of weeks ago, Judy presented on the Staff Development Day to all the staff of a primary school and over the following days, all the teaching staff completed a BIT! The Principal of that school had done the Art of Leadership Training.

At Woodberry Learning Centre we continue to run our skills-based behaviour management training twice a year. It is after school for two hours a week for eight weeks and is based on Choice theory concepts and strategies. We always manage to fill the course and get glowing evaluations. It is inspiring to see teachers, especially new teachers, leave the program feeling more competent and confident. At the end of the last program, John Millburn – Director of Educational Leadership – presented the certificates. Some of the teachers said they had been on the point of resigning and getting another job out of teaching but this program was enough for them to change their minds. We lose many young teachers after 2- 4 years. If our program keeps them longer in teaching because of the knowledge and skills they gain in our program, then it is worth the commitment to continue running it. Even though schools are better off financially than they have ever been, it can still be difficult to get PL money as a permanent teacher – let alone a casual teacher.

We hope to offer a BIT later this semester and hope some of the participants of our training course will be funded to do it.

It sounds like the WGI International Conference in Columbia was a great success and everyone enjoyed the keynotes, speakers and workshops. Maybe I can get to the next one!

Nancy Snow
Hunter, NSW

VICTORIA REGION

It seems another year has flown by so to wrap it all up here are a few mentions for the VIC region.

The Get Happier Project

The Get Happier School (launched in March), has been kicking goals over the last year with a combination of Choice Theory and Advanced training occurring. Staff and children have been reaping the benefits of learning new skills and value information that can transform lives. Ivan Honey has been on the move and having an impact at Moama Anglican Grammar school, NSW, where they've invested in the rollout of the Get Happier Project as part of their pastoral care program. In addition to this he's completed Advanced Training at Nundah State School in QLD, Choice Theory Training at Peregrian Springs State School, and Everton State Park State School QLD. At Sunshine Beach State Quality School (internationally accredited), he has facilitated Dragster Psychology/Choice Theory as further training for staff.

To wrap up the year Ivan also taught Basic Intensive Training and launched the Get Happier School at the International WGI Conference in Bogota Columbia.

Meet up Group – Take Charge of Your Life – Your happiness is your choice!

Meet Up's – On the 3rd Thursday of each month, Akari & Jeff have been running Take Charge of your Life, Your happiness is your choice sessions in Melbourne. Late last year Jeff also decided to move back to the Gippsland area and is enjoying being back East. He continues to make the trek back into Melbourne to continue his support of these evenings which has a mix of regular and new faces. These sessions are providing a diverse range of people with a taster of Choice Theory and there are approximately 450 Meet Up members on the mailing list that receive information and updates.

In addition to this Jeff has also continued to run Basic Intensive training, practicums, parent training sessions and is continuing to provide training and support in schools. At St Joseph's Warragul and at Eagle Point Primary school, Jeff continues to provide support and runs staff development sessions and Lead Management. As a result both of these schools have expressed interest in taking the next step towards being quality school. To broaden the impact, Jeff has also been taking Choice Theory into Moogji Aboriginal Corporation and Lakes Entrance Health Association (LEHA) where he has been running full professional development sessions.

Mary Ellen Davis

Mary Ellen Davis continues to advocate and teach the work of Glasser through her involvement in several schools across Victoria. She's been working closely with schools in the South East on a whole school approach to Choice Theory to achieve cultural change. As part of this program of work Mary Ellen continues to provide follow up support.

She has conducted a few Basic Intensive Training weeks and has also been running a series of talks with Catholic Primary school principals on the theme of change with a secondary theme of "we teach people how to treat us". In these sessions Mary Ellen is inspired by and draws on the views of poet and actress Maya Angelou regarding intrinsic observations of "how do I treat myself".

Mary Ellen continues to work with Doxa which is a flexible settings school in Bendigo. Doxa's student population has a high proportion of late primary to secondary kids that have experienced trauma in their life and they typically attend for 12-18 months. Its still a focal belief that if the relationships are working well then this will help role model relationships to the students.

She is also consulting in with not for profit organisations in the area of child abuse and trauma where she's been developing approaches from turning from being a survivor into a thriver. The work of Lynn Sumida from Canada has been instrumental in the approach taken by Mary Ellen.

Using a Choice Theory framework, Mary Ellen still provides supervision with psychologists and social workers where feedback is that participants enjoy having a focus on moving forward rather than going back over the event.

Moving forward Mary Ellen is doing some Basic Instructor Training with Maggie Bolton. She is also doing some new work in schools and organisations on long term culture change and how to keep it going. Having recognised that autonomy is being lost and that people are accepting this and are therefore losing their voice, there is a strong emphasis on "we're the grown up's and how do we want to treat people". Mary Ellen sends strong practical messages such as "if you don't tell them then they won't know about it and if you don't tell them what it does to you then they'll keep doing it to you. Just tell them and don't use too much energy telling them".

For further information on training events with Mary Ellen you can go to <http://maryellendavis.com.au>.

In Vic we have several representatives that are out there having fun, working hard and doing great things in our communities; and I'm sure there are just as many quiet achievers that we don't always hear about. The choice is ours as to how we want to reconnect and learn from each other, so I'd love to hear of any thoughts or ideas that you may have on what you'd like to see for the year ahead. I can be contacted at dillonbj@bigpond.com or on 0429 968 524.

Cathy Dillon
Victoria

SOUTH AUSTRALIA REGION

Over this year these are some of the ways faculty members in SA have helped “teach the world Choice Theory”:

Whyalla

- Christine Duffield facilitated several Take Charge of Your Life (TCOYL) courses in Whyalla. This course gave participants valuable insights into Dr Glasser’s ideas and feedback from participants was always positive.
- In October 2017 there was a Basic Intensive Training in Pt Lincoln. This was the first BIT (of many I hope) for Christine.
- In 2017 Christine also worked with a group of people from the lower Eyre Peninsula to complete their Advanced Practicum in readiness for Certification at the conference in Newcastle at the end of September.
- Christine has often taught components of Choice Theory to the students in some of her classes at Samaritan College, a Catholic secondary school in Whyalla. Early in 2018 Christine and Ivan Honey began a collaboration to trial Ivan’s “*Get Happier Project*”, with some of Christine’s students in her Year 8 and Year 10 classes. This is an exciting development as Ivan would like to be able to deliver this program in secondary schools and Christine would like to offer suggestions for how Ivan’s fantastic resources could be adapted for a secondary setting. To date Christine’s Year 8s and 10s are very interested in hearing about the exploits of Doug Dragster and his friends and family.

Adelaide

- In 2016/17 an executive leadership team at Nazareth College Adelaide investigated six options for focusing on Wellbeing in their school. The College has selected Choice Theory as their way forward. As a result, Sylvia Habel has facilitated to date several BIT’s at Nazareth, facilitated full day workshops for the whole staff and is also working with a team of Choice Theory Champions to embed Choice theory into their policies, systems and structures for 2019.

Port Lincoln

- Sue Berry has continued to present Take Charge of Your Life through the local community fundraising and the *Mentally Fit EP* initiative. Six courses were offered since June 30th, 2017. There is still continuing demand for TCOYL in the local area. Over 220 people have attended since 2015 in a total of 27 courses.

Christine Duffield
South Australia

NORTHERN TERRITORY REGION

It is so good to reside in Alice Springs where your WGI-A representative, Kalikamurti also resides. We find time to meet to discuss WGI business almost monthly, however there have not been any meetings for regional business.

This year I continue working in Centralian Senior College (10,11,12) primarily running the Polly (Graham) Farmer Foundation Program (PFF) as a half time teacher. This work allows me time to extend my work with all year ten students about Choice Theory and working with the year nine's prior to their enrolment in year ten.

- Currently the other four PFF teachers in Alice Springs are completing "Take Charge of Your Life".
- Friday afternoon chats continued until the end of 2017, during which 15 people completed "Take Charge of Your Life".
- Our Education Department runs an online Fb-like site on which there is a Choice Theory Group. A few of the over 1,000 trained NT staff engage on this site.
- The applications I put to the Child Abuse Royal Commission received no support, nevertheless I am privileged, on occasion, to work in the Owens Springs Juvenile Justice Centre where we share in Choice Theory workshops with the young detainees.

Hope to hear you at the AGM!

John Cooper
Northern Territory

The William Glasser Institute Australia

Strategic 2017-2020

FOCUS	GOAL	ACTIONS	BY WHOM	TIMELINE	OUTCOME	
Developing digital face of WGIA	Operationalize new website	• Liaise with developer about brief and budget	Website Committee	2017/2018	Decide on plan of action	Completed
		• Progression of website & blog	Website Committee	Continuing	Website is current	Priority
		• Investigate and change format for WGIA newsletter	Newsletter Editor	2018	New template operating	Future
		• Investigate linking to WGI and upgrade data base	Administrator	2017	Efficient linking	Future
		• Investigate web based forms and data entry by Faculty to send in information	Administrator	2018	Members enter data	Priority
		• Investigate web based forms and data entry by Faculty to send in information	Board and members	2018	People that have completed trainings e.g. BIT Pracs will have access to digital networks	Underway
		• Promote increased use of social media to inform & promote CTRTLM				

FOCUS	GOAL	ACTIONS	BY WHOM	TIMELINE	OUTCOME	
	Increasing skills including online training (upskilling board and staff)	<ul style="list-style-type: none"> Active Facebook pages Audit and train WGIA Administrator and Board members in web tools and database Investigate using the skills of current members to assist with keeping website current and interesting Develop website activities – role plays, video clips, TCoYL take home package 	Public Relations Officer Administrator Secretary Public Relations Officer	2017 2018 Annually Conference/Faculty Day/ Members 2018 > Ongoing	Regular fortnight posts to the Facebook page. Data indicates 20% increase in activity Audit complete administrators and board members using database and website tools List of people who can assist with content for website	Future Future Future Future
Quality Assurance of current programs and Diversification of new programs duly accredited according to a specific criteria	Establish procedures to ensure the quality of current trainings	<ul style="list-style-type: none"> Review current Addendum and link it to current guidelines with the WGI and publish on new website 	Treasurer, President and Admin Quality Assurance Committee	2018/2019	Current Addendum reviewed and linked to current guidelines and publish on the website	Future

FOCUS	GOAL	ACTIONS	BY WHOM	TIMELINE	OUTCOME	
		<ul style="list-style-type: none"> Investigate, review and set up procedure and criteria to ensure the quality of current trainings and mentoring opportunities where necessary Develop policy for Senior Faculty Status in WGIA Ensure that Faculty are aware of policy and procedures 	Faculty Committee President and Senior Faculty Training Officer	2018 > Ongoing 2017 Ongoing	Committee to review and make recommendations about quality assurance procedures and processes Procedure trialed with the next Senior Faculty applicant Published policies and procedures to all Faculty and on website	Priority Priority Priority
	Explore online platforms for faculty to deliver training	<ul style="list-style-type: none"> Network with focus group of faculty with capacity to train online practicum training Provide online training platforms 	President & Public Relations Officer Board	2018 2018	Investigation into running a Practicum online Run online meetings using different platform	Future Future

FOCUS	GOAL	ACTIONS	BY WHOM	TIMELINE	OUTCOME	
		<ul style="list-style-type: none"> Investigate opportunities for WGIA Faculty to present online BIT courses 	Training Officer	2018	Facilitate training to present online BIT's	Future
		<ul style="list-style-type: none"> Advertise and support approved online BIT 	Administrator	2017	Completed	Completed
	Explore and promote development of short courses and workshops responding to needs and interests	<ul style="list-style-type: none"> Evaluate programs for quality assurance and accreditation To list the current available courses in Australia and WGI 	Accreditation Committee	2018	Current courses listed on website and promotion of the accreditation process	Future
			Accreditation Committee	2018		
Increase connectedness within CT Community	Establish member and faculty networks	<ul style="list-style-type: none"> Create a faculty network and faculty days Survey our members and specializations (and world) for network opportunities 	Fifth Director	2017 > Ongoing	Participation of faculty in network	Priority
			Training Officer	Ongoing > 2018	Interest groups publish on website	Future
	Grow and connect Glasser Quality School's and	<ul style="list-style-type: none"> Increase interaction with Glasser Quality Schools and encourage them to contribute articles for newsletter and or website 	President and Quality Schools Committee	2017	Quality Schools breakfast held at conference 2017	Future

FOCUS	GOAL	ACTIONS	BY WHOM	TIMELINE	OUTCOME	
	aspiring and emerging Glasser Quality School's	<ul style="list-style-type: none"> Connect with Faculty who work in Aspiring Glasser Quality School's re feedback and promotion of WGIA and its programs 	Fifth Director	2018	List of aspiring schools	Priority
		<ul style="list-style-type: none"> Develop a network of schools using internal psychology 	Board member	2017	Schools networking	Future
		<ul style="list-style-type: none"> Link GQS policy statement to website 	Administrator	2018	Policies on website	Future
		<ul style="list-style-type: none"> Re-engage with Regional Coordinators hold regular Go Meetings and pass on participants of trainings in their area 	Treasurer and Secretary	2018	Yearly Go to Meeting will be held with Regional Coordinators	Priority
		<ul style="list-style-type: none"> Create Professional Recognition Committee to conduct an audit of current CTRT courses and continue to develop submissions for recognition of CTRT courses in a range of professional bodies e.g. Education, counselling, business and social welfare 	Training Officer and Professional Recognition Committee	2020	List of courses in the Australian Qualifications Framework that are relevant to the key skills/knowledge/ level of competence commensurate with CTRT training to Certification	Future

FOCUS	GOAL	ACTIONS	BY WHOM	TIMELINE	OUTCOME	
		<ul style="list-style-type: none"> • Check the status of the already accredited CTRT units • Develop a model for promoting TCoYL for preventative mental health, including exploring <ol style="list-style-type: none"> 1. ways of engaging with NGO's already working in mental health space 2. funding options, including Primary Health Network for funding TCoYL as preventative mental health program 	<p>Training Officer</p> <p>Training Officer</p>	<p>2019</p> <p>2020</p>	<p>List of Accredited CTRT units</p> <p>A suggested model for promoting TCoYL as a preventative mental health program</p> <p>List of ways of engaging with NGO's and funding options</p>	<p>Future</p> <p>Future</p>
Finances	Maintain financial viability	<ul style="list-style-type: none"> • Develop and monitor the Annual Budget • Present financial reports to Board meetings 	<p>Treasurer</p> <p>Treasurer</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Kept within the budget</p>	<p>Ongoing Priority</p> <p>Ongoing Priority</p>

FOCUS	GOAL	ACTIONS	BY WHOM	TIMELINE	OUTCOME	
		<ul style="list-style-type: none"> Annually complete Annual Report 	Treasurer	Ongoing		Ongoing Priority
Marketing	Increase income	<ul style="list-style-type: none"> Trial income options for TCoYL and WGIA sponsoring trainings and paying Faculty to run them 	Board	2017 > Ongoing	Income increased	Future
		<ul style="list-style-type: none"> Investigate mini travelling conferences 	Board	2017 > Ongoing	Pilot conference completed	Future