

# FOUNDATION YEAR (Online only)

## Organisational TA

### A multimedia introduction

#### THE AIM

In 20 days, you will become acquainted with all basic Transactional Analysis (TA) concepts from the perspective of groups and organizations. In recent decades, TA has proven to be an extremely powerful tool for better understanding of the functioning of groups and organizations. TA also offers a variety of intervention options to stimulate the growth and development of groups and organizations. All this can be made very useful in the post corona era, in which many organizations will have to make significant adjustments or even have to reinvent themselves. It will be useful for anyone who is already, or wants to become, an Organisational Coach or Consultant.

Your knowledge, insight and skills in the field of groups and organizations will increase in a surprising way. TA was developed by Eric Berne, a psychiatrist who was fascinated by the structure and dynamics of groups and organisations. After you've finished this course you will understand what he meant when he wondered (1963) "how effective can you be in an organization, before they throw you out." A statement as exciting as it is cryptic. After finishing this course you'll be closer to the guts to work on the edge. No guts, no glory!

#### ***For those who are already familiar with TA***

*Did you know that a team has an egogram of its own to communicate with the in- and outside world? And how do you change it if necessary? Are you aware that an organisation uses a stroke pattern of its own to motivate (or demotivate) employees? Can it be changed? Do teams and organisations develop scripts? And if they do, can they make redecisions? And what about employees being very busy, working very hard and not getting the result they want? How to confront this passive behaviour? Did you know that teams and organisations play their own games? And don't you try to take these games away from them! You are most often not thanked for that. How come? You're only trying to help!*

#### THE COURSE

##### **Module 1 Ego states**

Day 1, 2 & 3

2020: September 30, October 1 and October 14

*Key question: What can I do to become and to stay attuned to all involved in the organisation?*

##### **Module 2 Strokes**

Day 4 & 5

2020: October 28 and November 11

*Key question: How can I motivate employees at best in order for them to feel connected to the organization and its purpose?*

##### **Module 3 Transactions**

Day 6, 7 & 8

2020: November 25, December 9

2021: January 6

*Key question: What can I do to keep the relationships and the communication at a sufficient quality level?*

#### **Module 4 Games**

Day 9, 10 & 11

2021: January 20, February 3 and February 17

*Key question: How can I break ineffective behavioural patterns in a group or organization and put a new show on the road?*

#### **Module 5 Script**

Day 12 & 13

2021: March 3 and March 17

*Key question: Why do smart companies do stupid things? And what can I do about it?*

#### **Module 6 Passivity, Symbiosis and Discounting**

Day 14 & 15

2021: March 31 and April 14

*Key question: What can I do if all the hard work and all the frantic efforts do not pay off?*

#### **Module 7 Contracts**

Day 16 & 17

2021: April 28 and May 12

*Key question: How can I do excellent expectations management with all stakeholders (in order get results)?*

#### **Module 8 Ethics**

Day 18

2021: May 26

*Key question: What questions do I need to ask in order to build an honest company?*

#### **Module 9 Structure and Dynamics**

Day 19 & 20

2021: June 9 and June 10

*Key question: Why are healthy boundaries key to manage an organisation in an effective and efficient way?*

### **TRAINERS**

You will meet a team of 4 certified TA trainers. Course leader will be Anne de Graaf, TSTA (O) & CTA (P). Among the other trainers will be Sari van Poelje, TSTA (O), Mil Rosseau, PTSTA (E) and Adrienne Lee, TSTA (P). All trainers have extensive experience in working for, in and with companies and organizations all over the globe, both in the private and public sector. You'll find a short bio of them below.

### **PARTICIPANTS**

Among the participants you'll meet consultants, managers, trainers, (organisational) coaches, HR-officers, directors and others who have a passion for understanding and improving organisational life. Ultimately, every company and organization is about achieving results. In the post-corona era, these results however will, more than ever, be tested against their sustainability and environmental impact. This course will take this into account.

### **WORKING TIMES**

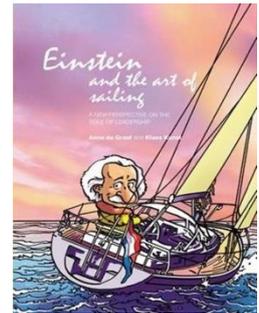
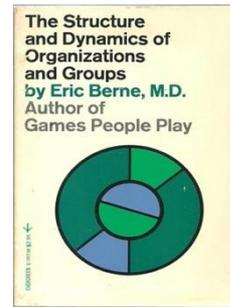
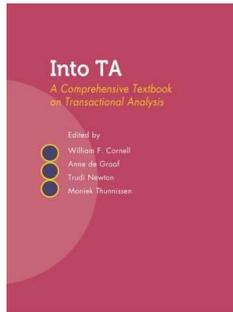
All 20 days the students will meet on Zoom starting at 10am, ending at 4pm, UK time. Make sure, wherever you are in the world, that you can be available during these hours. There will also be peer-supervision groups of max 4 students who will meet, also on Zoom, six times over the academic year. Every group must make its own arrangements for these two-hour meetings.

### **FEES**

The cost of this course is £1985 for the year. We have several payment options which will be explained in our Contract once you have signed-up for the course.

## LITERATURE

The trainers will point you to a wide variety of books and articles, so that you can broaden and deepen your knowledge about organizational life. These three books are a must read and will be used during the course:



## THE TEAM

### Course Leader – Anne de Graaf



Anne de Graaf, MA, is TSTA in the field of Management & Organisational Development and CTA in the field of Psychotherapy. For over 30 years Anne was a consultant, a trainer and a coach to a large amount of companies and organizations, using TA, Group Relations and System Theory. He is co-author (together with Klaas Kunst) of the successful TA book about leadership 'Einstein and the Art of Sailing' and co-editor (together with Bill Cornell, Trudi Newton and Moniek Thunnissen) of the comprehensive introduction to TA, called 'Into TA'. Together with Sari van Poelje he now prepares a new book on TA applications in organizations, called 'On the edge'. Anne has published several articles on organizational TA topics in the TAJ and other magazines. For ten years he was the general director of the Dutch TA academie. Currently he is the owner of RondHeel, consultancy and training. He is a lecturer at the MSc Organizational TA program at the Berne Institute in the UK. You can reach him via [anne@rondheel.nl](mailto:anne@rondheel.nl)

### Trainer & Supervisor - Sari van Poelje

Sari van Poelje, TSTA-O, MSc team coaching, is an international team coach and expert on agility and innovation. Sari has been the director of Intact Academy for 35 years, training coaches and consultants all over the world. She works as a consultant in Team Agility with multinationals, family businesses and startups to help them innovate their business more quickly than their products, so that they can accelerate their time to market. Sari has 33 years' experience of coaching and consulting with managers and directors and has been a director in multinationals for 23 years. She is a licensed teaching and supervising transactional analyst, PCM trainer, NOBCO-EMCC accredited master coach, master systemic team coach. She has published numerous articles and books on leadership, coaching and organizational change. Sari can be reached via [sjp@intactacademy.com](mailto:sjp@intactacademy.com)

### Trainer & Supervisor - Mil Rosseau

Mil Rosseau, PTSTA-E, has a MSc degree in Psychology and Education. He taught and supervised in Higher Education and at the school for experimental Education of Ghent State University where he was also Assistant Professor Brain Research Applied to Psychology. He has strong roots in education and psychotherapy. For over 35 years now, his main work field is in private organizations around the world where he does executive coaching, training and facilitates strategic vision planning processes. Mil loves to share his acquired knowledge with students. Mil had several positions in the EATA board and was president of the Flemish TA association (VITA) for 10 years. Being passionate about TA, he published over 25 articles on the subject and taught TA in Europe and the USA.

### Trainer & Supervisor – Adrienne Lee

**Adrienne Lee TSTA(P)** is Director of The Berne Institute. She is accredited by the European and International TA Associations as a Teaching and Supervising Transactional Analyst, the highest qualification awarded by these organisations. She is a UKCP Registered Psychotherapist and a Master Practitioner in Neuro-Linguistic Programming (NLP). Adrienne is a Founder Member and past Chair of the UK's Institute of Transactional Analysis, and is past President of the European Association for Transactional Analysis (EATA). In 2010 she was awarded the EATA Gold Medal, presented for 'outstanding services to TA in Europe'.

This programme is quality assured by Middlesex University. On successful completion of the course you will receive a Berne Institute Organisational TA Foundation Certificate.

**To apply for a place on the above course, please contact us via email.  
We look forward to hearing from you.**

**The Berne Institute**

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