

FOUNDATION YEAR (Online)

TA Organisational

A multimedia introduction

THE AIM

In 20 days, you will become familiar with all the basic Transactional Analysis (TA) concepts from the perspective of groups and organisations. TA has proven to be an extremely powerful tool for understanding the functioning of groups and organizations. TA also offers a variety of interventions and options to stimulate the growth and performance of groups and organisations. This is particularly useful in the post covid era, when many organisations will be making significant adjustments or reinventing themselves. It will be useful for anyone who is already, or wants to become an emotionally able Leader, an Organisational Coach or Consultant.

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 organisation, before they throw you out." A statement as exciting as it is cryptic.

This course will be co-created to account for your specific interests and learning needs.

For those who are already familiar with TA

Do you know how to use TA concepts to improve organisational performance? Are you aware that an organisation uses a stroke pattern of its own to motivate (or demotivate) employees? How 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 can you confront this passive behaviour? Did you know that teams and organisations play their own games?

THE COURSE

SESSION 1 - GETTING TO KNOW ABOUT 'US' AND 'WE'

27 - 28 September 2021 - Debbie Robinson

Introduction to TA values & starting to co-create. Understanding transactions. This session is about understanding how we communicate with others, what gets in the way of good communications and how we can reduce the risk of miscommunication and be clearer in our transactions with others. We will also explore the concept of 'we-ness' and how we as a group can best learn together.

SESSION 2 - HOW HUNGRY ARE YOU?

25 - 26 October 2021 - Cor van Geffen

Exploring psychological hungers & strokes and how they impact an organisation. In our second session we will look at our psychological hungers for contact, recognition, structure and stimulus. How organisations can flourish when these are met and what happens if our needs aren't met. What can we do to motivate people and invite connection?

SESSION 3 - CONTRACTING FOR SUCCESS

22 - 23 November 2021 - Debbie Robinson

What's our purpose? Who is responsible for what? How will we know when we get there? This session looks at TA concepts of contracting, using them to clarify our individual learning goals, and along the way, learning what really influences the outcome. We look at multi-party contracting and how to invite psychologically healthy negotiations.

SESSION 4 – PEOPLE UNDER PRESSURE – STARTING TO UNDERSTAND OURSELVES WITH OTHERS

13 – 14 December 2021 - Cor van Geffen

Exploring defensive patterns including Drivers, Rackets & Games and how they impact our relationships. We all have preferred ways of working and when we feel under pressure we slip in to these ways of working because they have helped us to deliver in the past. So, how can we work smarter and help others to do the same? We will explore defensive patterns and look at how we can move from unhelpful 'red loops' to potent 'green loops'!

SESSION 5 – OURSELVES IN THE WORLD

10 – 11 January 2022 - Debbie Robinson

Life positions, life stories and changing an organisation's/team's narrative. In this session, we build on what we've already learned, to explore how we see and interact with the world around us; and how, in turn, that influences how we see ourselves. How do others see us? Are these two "views" congruent or different? Are we different people in different settings? If our life is a story how do we build the next chapter?

SESSION 6 – HERE & NOW OR THERE AND THEN?

7 – 8 February 2022 - Debbie Robinson

An exploration of Ego states and how they influence ethics.

This exciting session takes a deeper dive into our personality, looking at different Ego state models and how we can use them to better understand ourselves and others. How do Ego states show up in organisations? And how do they influence performance?

This is about developing our individual autonomy and also how we can work ethically with others to invite them to grow and change with us

SESSION 7 – WORKING WITH TEAMS AND GROUPS

7 – 8 March 2022 - Debbie Robinson

Imagos and cycles of development. Practical steps for working with teams and groups. What are the stages of group/team development and how can we influence them to create a sense of belonging and purpose? Imagos increase our understanding of the deeper processes that affect us when we are in groups and offer ways to improve group dynamics and reduce Game playing. The cycle of development offers some very practical ways to support teams and groups through change; as well as providing insights into our feelings along the way

SESSION 8 – BERNE'S IDEAS ABOUT ORGANISATIONS

11 – 12 April 2022 - Cor van Geffen

An introduction to Organisational TA theory – the structure and the dynamics of organisations. Berne wrote about the structure and dynamics of organisations 50 years ago and his ideas are still helpful today. In this session we look at how organisations operate, explore agitation across organisational boundaries, examine how leadership and followership affect organisations and the inter-relationship between organisational structure and psychological processes.

SESSION 9 – CO-CREATED SPACE FOR OUR CURIOSITIES

9 – 10 May 2022 - Debbie Robinson

Looking back at the year so far what do you want to know more about or go deeper with?

As a group we will decide what we want to explore and how we are going to do it.

We will share responsibility and take our co-creativity and 'we-ness' to the next level.

SESSION 10 – ENDINGS AND MOVING ON

13 – 14 June 2022 - Debbie Robinson

Exploring 'change' and an introduction to Personality Adaptations. Reflecting on our learning.

How do different personality adaptations say 'goodbye'? This will be an introduction to personality adaptations with a particular focus on how they may influence us saying goodbye. We will also take time to reflect on our year, our group process and what you have achieved. Time to reflect, celebrate and plan.

TRAINERS

You will meet a team of 2 certified TA trainers. Course leader will be Debbie Robinson, TSTA (O) working with Cor van Geffen, PTSTA (O). 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 leaders, consultants, managers, trainers, (organisational) coaches, HR-officers, directors and others who have a passion for understanding and improving organisational life. Ultimately, every company and organisation is about achieving results, this course will develop skills and knowledge to improve effectiveness, motivation and accountability.

WORKING TIMES

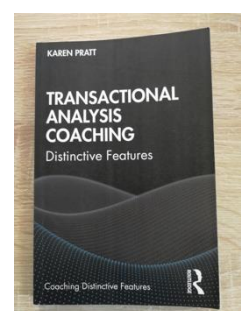
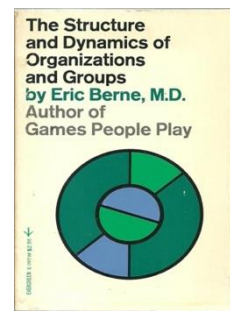
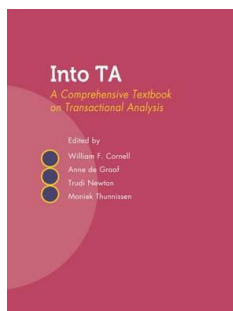
All 20 days the students will meet on Zoom starting at 10am, ending at 4pm, UK time. Make sure, wherever you are in the world, that you can be available during these hours. There will also be peer-supervision groups of max 4 students who will meet, also on Zoom, six times over the academic year. Every 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 – Debbie Robinson TSTA(O)

Debbie uses TA as a basis for individual growth and organisational change. She has been developing leaders, supporting organisational change and coaching for over 20 years in a range of sectors; before that she was a corporate director in Local Government. Debbie works creatively & co-creatively to facilitate learning and promote autonomy. She currently offers training and supervision in the UK, France, Kiev and St Petersburg. Her passion is to develop the use of the positive aspects of TA theory in personal and organisational change.



Cor van Geffen PTSTA(P)

Cor van Geffen MSc TA Organisational PTSTA(O) is a stimulating facilitator of leadership and team development in more than 200 organizations for over 15 years. He is animated, full of humour and always looking for new ways to bring the principles of TA into organizations. He has written an article about the use of Levin's (1988) Cycle of Development for teams and organization

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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