



# TA 101 and TA202 practitioners online program

STARTS 5 SEPTEMBER 2020!

Knowledge  
is of no value  
unless you put it  
into practice.

ANTON CHEKHOV

## **THE PURPOSE**

Practitioners in the helping professions are highly motivated to support change, but often lack a systemic and coherent frame of reference that will help them work quickly and effectively. Do you want to deepen your individual facilitation and professional skills ? Transactional Analysis (TA) is a practical theory of personality, communication and change. It offers an innovative and practical set of concepts and tools to define where your client is stuck and how to get them unstuck.

## **THE GOALS**

By the end of the program participants will have :

- Gained a clear understanding of the theory and methodology of TA
- Developed the skills to practice as a transactional analyst
- Gained deep personal understanding of themselves in the role of a helping professional

## **THE PROGRAM**

This academy offers a series of modules facilitated by an experienced international team of trainers and supervisors with the objective of developing you as a worldclass TA practitioner.

The program consists of a two-day introduction workshop (TA101), a basic and an advanced year program, consisting of six workshops each, an assessment and accountability groups.

## **Entry requirements basic program**

The basic practitioner's program is focused on learning and understanding the basic concepts in TA. In order to be admitted to the TAO1 basis practitioner's program you need the following experience and qualities:

- A TA101 introduction workshop
- Commitment to critical self-reflection
- Willingness to contribute to others in the group
- Commitment to developing your own professional practice

## **TA101 introduction to TA**

This workshop is for anyone who is interested in expanding his or her insight into human behaviour and change.

Through short presentations, exercises and sharing of personal and professional experiences we will enable you to create new possibilities in your life, relationships and your organisation.



## **Program director**

Sari van Poelje (TSTA-O)

## **Trainers**

- Marian Timmermans (PTSTA-O)
- Koen Bosschaerts (PTSTA-E)
- Beatrijs Dijkman (Msc E)
- Tin Vanderhoeven (PTSTA-O)
- Annick Vanhove (CTA-O)
- Monika Cox (PTSTA-C)
- Cor van Geffen (PTSTA-O)
- Joost Levy (TSTA-O)
- Anne Gaijmans (PTSTA-C)

## TA BASIC PRACTITIONERS PROGRAM

The TAO1 program is for people who want to develop personally and professionally as a basic TA practitioner. It includes six two-day workshops, accountability groups and accreditation as a basic practitioner. TAO1 is open to participants from all fields of application. The TA101 workshop is mandatory before attending.

**Workshop 1. Contracts and ego states:** Within TA we use several different models of ego states to describe the structure and development of personality. Structural models can be used to understand the contents of your personality. Functional models can be applied to understand how you behave and communicate. In this workshop we will also establish learning goals and personal contracts.

**Workshop 2. Communication at work:** Eric Berne, the founder of TA, calculated that there are 6.600 options in communication, and that all communication can be reduced to three basic types. Each type of communication has a specific function. Knowledge of parallel, crossed and ulterior transactions helps you focus your communication and your ability to ask powerful questions.

**Workshop 3. Games and discounts:** A game is a repetitive pattern of non-problem solving behaviour that leads you to your 'favourite' rotten feeling, your racket feeling. Rackets are continuous complaints that get you the attention you crave. Games are the basis of every conflict. A core competence of coaches and consultants is to help clients create options to solve their problems.

**Workshop 4. Life script:** Script is an unconscious life plan learned in early childhood, reinforced by parents and by later events, resulting in a known pay-off. It is a story, your interpretation of events linked to a familiar emotion. These stories are like the bass tone of your life. We will use different perspectives to access your script and discuss different approaches to change your script.

**Workshop 5. Developmental cycles:** There are many theories about how people grow and develop. Most ideas are based on a linear way of thinking about development. By considering Levin's iterative Cycle of Development, we can identify what developmental issues and basic needs need to be met to insure a healthy development.

**Workshop 6. Basic assessment:** During the workshop we will revise the concepts learned and each participant will present their learning in a 20 minutes presentation. Participants are also expected to build up their coaching practice during the year. They need to have a minimum of two clients by the end of the year.

At this level we expect participants to:

- Be aware of own values and beliefs that guide their practice,
- Be able to build a relationship based on contracts, trust and respect,
- Be able to practice active listening, asking powerful questions and giving appropriate feedback to enable learning,
- Reflect on their own effectiveness and accept feedback

# TAO2 ADVANCED PRACTITIONERS PROGRAM

## Entry requirements

The advanced year is focused on the application of TA concepts to support and develop others in for instance coaching, counseling and consultancy. Entry requirements are: A TAO1 basic program of at least 96 hours and the possibility to do a client practice case of at least 6 sessions.

**Workshop 1. Professional facilitation in five steps:** A five-step model of intervention is used as a guideline for practice. The five steps are: contact, contract, problem definition, intervention plan and evaluation. The role and tasks of the coach in each step will be explored. We will pay special attention to relationship management

**Workshop 2. Contact and contract:** The ability to build a trusting relationship and clear contracting is central to effective intervention. We will explore three levels of contracting: administrative, professional and psychological. It will help you develop a flexible approach to supporting the development of your client.

**Workshop 3. Problem definition:** Using various concepts and models we can create a picture of key issues for the client that are preventing change. During this workshop we will discuss various ways to prioritize key issues, create an intervention plan and practice problem definition on live cases. Goal is to enable insight and learning for your client.

**Workshop 4. Interventions:** In TA there are three levels of intervention – behavioural, relational patterns and narrative or script. We will practice different intervention techniques at each level. Powerful questions and active listening are essential. The goal is to make a minimal intervention for a maximum shift towards realising the contract with the client.

**Workshop 5. Evaluation and endings:** Coaches can fulfil four roles: facilitative, consultative, teaching and normative. This workshop is focused on the normative role. We will explore the role of feedback and evaluation processes to enable an action and outcome orientation. Part of the normative process is also to reflect on your ethical and professional standards.

**Workshop 6. Advanced assessment:** During this workshop we will review the steps of the professional facilitation process in depth. Each participant will present their case study and a recording of the work with the client.

At this level we expect participants to:

- Be able to respond to client needs flexibly and be aware of the effect of their own behaviour on the client
- Rigorously reflect on own practice and get regular supervision
- Be able to establish appropriate contracts, based on ethics and an awareness of boundaries of own competencies
- Build a relationship of genuine empathy and support to facilitate autonomy
- Use a range of techniques to generate options with client
- Be able to plan actions, identify potential barriers and help the client take responsibility for their actions.



## **PLANNING**

The program is given online via Zoom. The next program will take place on :

### **TA101 Introduction to TA**

Trainer: Sari van Poelje

27 June 2020 to 28 June 2020

### **Basic practitioner's program**

- TAO1 ws 1: Contracts and ego states Trainer: Marian Timmermans  
Scheduled: 5 Sep 2020 to 6 Sep 2020
- TAO1 ws 2: Transactions Trainer: Koen Bosschaerts  
Scheduled: 10 Oct 2020 to 11 Oct 2020
- TAO1 ws 3: Games and rackets Trainer: Monika Cox  
Scheduled: 13 Nov 2020 to 14 Nov 2020
- TAO1ws 4: Life script Trainer: Anne Gaijmans  
Scheduled: 12 Dec 2020 to 13 Dec 2020
- TAO1 ws 5: Development Cycles Trainer: Beatrijs Dijkman  
Scheduled: 16 Jan 2021 to 17 Jan 2021
- TAO1 ws 6: Assessment basic practitioner program Trainer: Sari van Poelje, Tin Vanderhoeve  
Scheduled: 13 Feb 2021 to 14 Feb 2021

In between, you will work in accountability groups and on the coaching homework and client work. The program is in English, with the possibility of different translations.

## PLANNING

The program is given online via Zoom.

### **Advanced practitioner's program**

- TAO2 ws 1: Facilitation in fives Trainer: Sari van Poelje  
Scheduled: 20 Mar 2021 to 21 Mar 2021
- TAO2 ws 2: Contact & contract Trainer: Annick Vanhove  
Scheduled: 24 Apr 2021 to 25 Apr 2021
- TAO2 ws 3: Problem definition Trainer: Tin Vanderhoeven  
Scheduled: 22 May 2021 to 23 May 2021
- TAO2 ws 4: Intervention Trainer: Cor van Geffen  
Scheduled: 19 Jun 2021 to 20 Jun 2021
- TAO2 ws 5: Evaluation Trainer: Joost Levy  
Scheduled: 11 Sep 2021 to 12 Sep 2021
- TAO2 ws 6: Assessment advanced practitioner's program Trainer: Sari van Poelje, Marian Timmermans  
Scheduled: 16 Oct 2021 to 17 Oct 2021

In between, you will work in accountability groups and on the coaching homework and client work. The program is in English, with the possibility of different translations.

## **COST**

In these turbulent times, this program has been set up as a "pay it forward" initiative. We all wanted to make great training available to people who normally might not be able to afford it.

The early bird costs if you register before July 2020 are 900 EUR for individuals and 1200 EUR for participants whose organisations pay. After 1 August the costs are 1300 EUR for individuals and 1600 EUR for participants whose organisations pay.

For people who can prove they have a minimal income (below Euro 1500 per month) we offer different prices. Paying in 3 instalments is possible.

## **REGISTRATION**

More information? [www.intactacademy.com](http://www.intactacademy.com)

Register through email: [sjp@intactacademy.com](mailto:sjp@intactacademy.com)

## THE PROGRAM DIRECTOR



Drs Sari van Poelje is a TSTA-O, an international team coach and agile business 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.

TA (Team) facilitation is more important than ever. **“If we manage to switch from a paradigm of individual gain to a paradigm of collective responsibility, we will thrive together”.**

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 contacted at: **[sjp@intactacademy.com](mailto:sjp@intactacademy.com)**