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The Script®

INSIDE

2 Proceeding with Flat Feet
Poet's Corner
3 TA in a Developing Country
Truly Yours From Manila
4 Call for Nominations
India Conference Update
8 Dutch TA Network
Organizational TA in Europe

Auckland Conference Beautifully Demonstrates "Partnership" Theme

Marae Experience Sets Tone for Conference

by Evan Sherrard with Susan Sevilla

The "Partnership" theme of the ITAA/NZTAA Conference in Auckland, New Zealand, was immeasurably enhanced by the inclusion in the program of various individuals and rituals that represented the Maori, the indigenous people of New Zealand.

The following excerpts from an article written by ITAA/NZTAA Conference Convenor Evan Sherrard describe the marae, which refers to the open grassy space in front of the Whare Runanga or Maori meeting house and which has also come to signify an important welcoming ceremony in Maori culture. The visit to the Mataatua Marae shared by about half of the conference participants was not only extremely moving, but it set the tone and spirit for the entire conference. As Evan often pointed out during the week-long conference, the tangata whenua, or Maori, are the original people of the land and thus are most entitled to welcome international visitors to New Zealand.

After the marae reception there was a formal Maori powhiri ("poo-fir-ey") at the Conference Opening, which consisted of more speeches and chants in Maori and the gift of a beautiful New Zealand greenstone to ITAA President Robin Maslen. Later, at the Gala Banquet, Maori performers demonstrated dance, song, and war rituals with attendees. The partnership theme was also illustrated by Sean Tate-Manning of New Zealand, who made a speech in Maori to the group on the last day.

Those of you who were unable to attend the Auckland Conference missed one of the best conferences in ITAA history. I hope this description of the marae imparts a flavor of the experience we shared.

Susan Sevilla, ITAA Executive Director

A marae is the center of cultural life and activity for a Maori community, where they keep alive their traditions, values, and ways of life. It is the site of rituals and ceremonies as well as the meeting place for the ordinary everyday events of community living. It is not built as a show place for entertaining visitors, although the Maori welcome and encourage guests. It is a privilege to go to a marae to learn

- continued on page 7

Scientific Program Expands on Theme

by Gloria Cartmel

The conference theme of "Partnership" was expanded upon in an intriguing and thought-provoking way by New Zealand theologian Lloyd Geering, who gave the opening keynote address. He described the evolution of our understanding of the human condition from a dualistic view derived from Plato and later absorbed into Christianity toward a more holistic, relational view that emphasizes, as Feuerbach pointed out, that the essence of humanity does not reside in the individual, but in the community. Geering went on to discuss Buber's concepts of "I-Thou" and "I-It" as they relate to modern society and the dangers inherent in allowing ourselves to be seduced by the I-It mode of existence. (Excerpts from Geering's speech will be featured in the January-February issue of *The Script*.)

Many conference participants found Buber's concepts of I-Thou and I-It to be most provocative. After Geering's presentation much talk around the conference centered on whether the helping professions were tending toward I-It relationships, with the emphasis on a scientific approach. Dr. Geering's ideas were picked up on by the body of the conference and used frequently throughout by presenters and participants alike.

Saturday morning's keynote speaker, Dr. Mary Ann Bin-Sallik, an Australian Aborigine, confronted us with the harsh and painful reality of the lack of partnership between European colonizers of Australia and the idigenous people, the Aborigines. Dr. Bin-Sallik explained the price this had extracted from her race, the oldest civilization in the world today. The audience was so moved by Dr. Bin-Sallik's address and her personal courage that they spontaneously gave her a standing ovation.

The two keynote addresses (the third speaker failed to show up) set the scene for the other presentations and workshops, which were generally considered by participants to be lively, informative, relevant, and professionally conducted. There was a good balance between TA and non-TA based sessions, the latter of which were easily

- continued on page 7

Revitalizing TA Training

by Ted Novey

I have been involved for many years in TA teaching and training in both the USA and in Europe. I have also worked on several committees to help develop the ITAA as an international federation of transactional analysis associations which, among other things, provides a mutually supportive network for TA professionals and helps to maintain the high standards of TA training around the world.

Teaching and training programs have continued to grow in some regions (particularly Europe) and decrease in others (particularly the USA) as has ITAA membership. We are not attracting a sufficient number of students into these programs.

From my own experience, I know that our training system is highly effective in producing competent therapists, educators, and consultants; it will be a great loss if these programs fade away.

This problem shows up in the declining number of training contracts and examinations, particularly in the US, but also in other regions of the world. For example, in the Chicago area near where I live, unless we find a better way to offer our training programs, there will not be a next generation of certified or teaching members.

I have begun to explore what can be done about this in the Chicago area through the Chicago Institute for Transactional Analysis (CTAI) and in cooperation with the regional USATAA organization. Other members of the CTAI Board of Trustees are also interested in revitalizing training in transactional analysis. For example, Janet Migdow and Laurie Kahn have worked up a list of programs we plan to give to various colleges, universities, and professional schools, as well as to professional organizations for social workers, marriage and family counselors, etc., to see where there is interest in a series of training and continuing education programs. I expect that the *Training Manual* prepared by the Training Standards Committee and the Board of Certification and the Catalog of Services with its selection of brochures developed by Jenni Hine will be very useful in presenting our programs.

Our training system is highly effective in producing competent therapists, educators, and consultants; it will be a great loss if these programs fade away.

Students and professionals at all levels want their training to count and to be recognized as helpful to the advancement of their professional careers. These days, professional status is acknowleged primarily through academic degrees, state registration, and recognition of ongoing training via continuing education units. For example, social workers in Illinois must accumulate 30 hours of credit every two years in order for their registration to be renewed. Recently in Illinois registration for marriage and family counselors became law, and master's level counselors are expecting their registration to become official soon.

Those of us who have been supervising students at all levels know that the quality of supervision given as part of academic education, both on a "how to" and on a personal therapy level, is often insufficient to prepare the graduate as a competent therapist, educator, or consultant. If we want to contribute more effectively in this area, we need to have associations with graduate programs and/or to present continuing education programs. This can be done by getting state certification or by giving programs through groups who have certification and are presenting training opportunities for their members.



Ted Novey

We expect that it will take us a number of years to make connections and to become accepted as an active part of the Chicago training and supervision community. However, the alternative

- continued on page 6

EDITOR'S COLUMN



by Gerald Cartmel

Proceeding with Flat Feet

Christmas again already. Am I alone in asking if it is better to be fully occupied and let our short span on earth rush by or to be bored and slow clock time down and make life last longer? But this is not the place to discuss whether clock time is a human construct. Instead—Happy Holidays to you all in general and to you in particular, and here's hoping that our messages of goodwill toward our fellow humanity are not lost in a world where bullets and starvation amid plenty is becoming the norm. How much further can this phase of world deconstruction go, and when will a ground swell of love and/or cooperation replace it?

George Kandathil writes with compassion from India, conjuring up pictures for me of one of the places where my heart is at rest. Lovely Kerala, where the people are gentle, and Tamil Nadu and Karnataca, where there is a fierce pride. India, off the tourist route, is part of an education in life. Sadly, Gloria and I are not able to go to Cochin in January, but the conference there will be a worthwhile trip if you can make it.

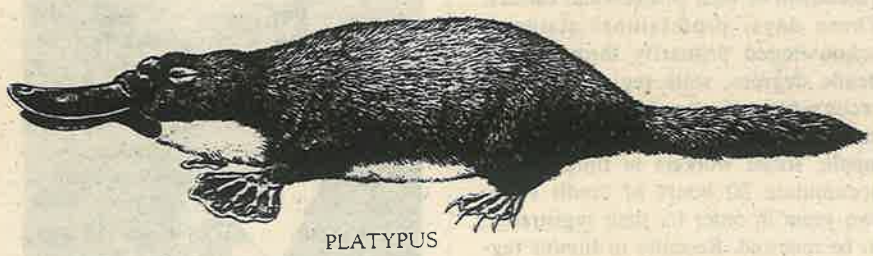
This is the final issue in which Donna Bickley edits the Poet's Corner. Donna, you did what I thought was not possible. Thank you on behalf of us all, and please stay in touch.

Organizational TA, through Sari van Poelje and Nick Williams, takes the stage in this issue. At a serious level, I would like to hear more of this sector's systems and theory. Like many of us, I am asking what is the modus operandi of organizational TA? What stimulates the thinking of those of you who work in this field, and what theories are you developing?

***The Script* is also still asking for someone to assume responsibility for a Revision Corner. With no one at present both qualified and available, I will proceed with two Flat Feet (see later in this column for the significance of Flat Feet) to probe the theory of organizations, hoping someone will correct me—nicely, of course.**

I recall from the recesses of mind and ages past Parkinson's Law as proclaimed by an erstwhile Professor of Economics at Singapore University. He stated that the productivity of a committee is inversely proportional to its size. Later, the Peter Principle emerged proclaiming that in any organization an individual is promoted to one level past that of their personal competence. Further, I recall one definition of a camel as "a horse designed by a committee."

I now ask if a duck billed platypus could be described as the product of "Groupthink."



PLATYPUS

For those of you not raised in Terra Australis, the duck billed platypus is a monotreme succinctly, but inadequately, described as a "semiaquatic, egg-laying mammal, having a broad tail, webbed feet and a snout resembling a duck's bill." The title "platypus" (platy=flat, pus=feet) is totally inadequate for an animal that anticipated the U-bend of the flushing water closet as protection against land animals invading its river bank tunnel in its forest abode. And, for those who are unacquainted with the term, a "Groupthink" could be called a latter day Rap Session: "A Groupthink occurs when members of a cohesive group emphasize concurrence at the expense of critical thinking in arriving at a decision" (Weiten, 1989, pp. 622-624). I'm sure you will all agree!

What I am asking of you Organizationalists is—please tell us what you think and do and the theory you have developed in support. Contributions may be direct to *The Script* or through Nick Williams in London. All attempts to be facetious will be ruthlessly edited out.

Thought for the Month: "A truly great man never puts away the simplicity of a child."
Chinese Proverb

Reference

Weiten, W. (1989). *Psychology, themes and variations.* Monterey, CA: Brooks/Cole.

□

EXECUTIVE DIRECTOR'S COLUMN



by Susan Sevilla

Happy Holidays from the ITAA

It's hard to believe that we are already ending another year and that we rest on the brink of 1993. As we get older, each day is long, but each year is oh-so-brief.

This is the end of the ITAA's 34th year of operation and the eve of its 35th anniversary. Thirty-five years have already passed since the formation of the San Francisco Social Psychiatry Seminar as a nonprofit California corporation in 1958. So much water has flowed under the ITAA bridge since then.

I'm proud to report that, as of October 1, the ITAA has 6,384 direct and affiliated members. Of these, 1,425 are USA direct members and 533 are international direct members. Affiliate membership has grown tremendously since its inception in 1989: We now have 4,217 EATA (Europe) members, 110 CATA (Canada) members, and 99 ICTA (India) members. Those from EATA come from 22 TA associations in 15 European countries. In addition, our fourth affiliation, with USATAA, continues in a positive vein. And from South America we hear from President Roberto Shinyashiki about his work to revitalize ALAT (Latin America). Finally, about 409 libraries and institutions subscribe to the *Transactional Analysis Journal*, a number we are always working to increase.

As most of you know, we are halfway through converting to an annual dues billing, which will increase our efficiency. This means members will be converted to a January-December billing cycle, regardless of the month they joined the ITAA. Thus far, our membership has been most supportive of the change, which we in the office appreciate.

As a new year approaches, I want to remind you all that the ITAA has funds available from several sources for TA projects: The Eric Berne Fund for the Future provides grants for research and development of TA, the Scholarship Loan Fund provides loans and grants for training toward certification in transactional analysis (as well as other purposes), and the Global TA Action Fund provides small grants to support TA groups who pursue projects of value to our planet. The deadline for all applications is June 1, 1993.

Speaking of global TA action, for the last two years the ITAA office has been doing its small part to assist the environment by engaging in an active paper recycling program. In April of this year we were also pleased to began printing *The Script* on recycled paper.

I'm happy you are a member of our Association. I invite you to become active and involved in the governance process of the ITAA. The Nominations Committee, chaired by Bill Cornell, is actively seeking nominations for all officer positions plus two Board positions (see the Call for Nominations, page 4). The term of office begins January 1, 1994, and runs two years for officers and three years for Board positions. Please nominate someone, or consider serving youself. The Board meets twice a year at TA conferences. The 1994 meetings will be held in Germany and Aruba; the 1995 meetings will be in South Africa and San Francisco.

Happy holidays to all the members I have met or hugged at a conference or meeting in San Francisco. And happy holidays to all the members I have yet to meet. May you all find joy and prosperity in the year to come. □

POET'S CORNER



by Donna Bickley

Moving On

Happy holidays—with mixed feelings. This installment of the Poet's Corner was to feature the winner of the humorous poetry contest. I won't draw any conclusions from the fact that we only received one entry. The lack of interest in the contest must be due to an element such as lack of time and energy, not to lack of humor among ITAA members. Humor, after all, is an important factor in TA thinking. No?

Marcia Lomond of Essex, England, our only entrant to the cancelled contest, will receive the prize, *Earth, Air, Fire & Water*, a volume of poems selected by Frances McCullough. Good show, Marcia!

Back to mixed feelings. Because this is also my last column, I must say "Goodbye." My original contract was for one year, my life has become more complicated, and I need to move on. I've enjoyed my stint as poetry editor, especially my association with Robin Fryer and Gerry Carmel, and with the poets who submitted work to us. I learned a great deal, had fun, and made a new friend.

Remember the first Poet's Corner, with two poems by Marion Arenas? Remember the notice that she had won the designation, "Passager Poet of the Year"? Marion and I began a correspondence shortly thereafter. Then I learned that she was to give a reading at the University of Baltimore in honor of her new title. Because U. of B. is not far from me, Marion invited me to join her and her husband, George, for the day. We sat in on a U. of B. creative writing class conducted by Marion, who advised young poets to write about their obsessions. Later we enjoyed Marion's reading, complete with the attendance of her brother, who came all the way from California.

As I end my association with the Poet's Corner, I also make new beginnings. After my day with Marion I hurried home to write the following tribute to her and her poem, "Effie," which honors her tall grandmother.

Here's to thank you for the connections of 1992 and to new connections for all of us in the new year.

I met a poet

whose grandmother's name was Effie,
Effie Holmes Sheldrake, whispered the poet,
boomeranging that name through the stars,
rebounding that name through my mind,

my grandmother's name was Effie,
Effie Ellen Eliza Steininger Bressler
never met Effie Holmes Sheldrake;
if she had
her tiny neck would strain
to gaze up, my Effie with five names,
from her four feet eleven,
just as I stretch
from my five feet three and three quarters
to catch the poet's eye. □

CALL FOR DIRECTORY CORRECTIONS

Corrections for listings in the 1992-1993 International Membership Directory will be published in an upcoming issue of *The Script*. Deadline for inclusion in this list of corrections is January 31, 1993. Please use the Errors and Additions form on page 50 of the Directory and send to the ITAA office.

THE PLACE WHERE I COME FROM

Relevance of TA in a Developing Country

by Fr. George Kandathil, S. J.

With the revolutionary insight of Einstein and the splitting of the atom, the ability of human beings to use matter for their advantage took a quantum leap. People now had leisure to look inside themselves and to explore their inner worlds. But with wealth and leisure came an increase in mental problems as well, and in the 1960s in the United States, psychotherapy became a real need for many people. Fritz Perls, Virginia Satir, Albert Ellis, and Eric Berne were pioneers at that time in psychotherapy.

Third-world countries have no advanced technology and little skill at manipulating nature. They remain underdeveloped and poor; they are helpless even to feed their own people. The greatest anxiety of people in these countries is about food and other basic needs: "To live comes first and then to psychologize."

People in search of food have no time to worry over other things, and strangely, poverty has a remedial effect on the mind.

How are psychotherapy and specifically transactional analysis, which have their origins in advanced nations, useful to a third-world country such as India? How can TA help the progress of the people? This is the reproach of sociologists.

In the 1960s, Rev. Carlos Welch founded the Christian Counselling Centre in India and gave systematic training in counseling, mostly for community leaders. Transactional analysis was introduced in India in 1971 as a useful tool in religious training and pastoral education.

Soon professional managers who were in contact with the West became aware of the potential of TA in management education and organization development. They had resources with which to invite transactional analysts from abroad. Thus, in India, missionaries, priests, and professional managers were the first to be trained in TA. But they could not be counted among the 80% of Indians who live below the poverty line. So the question remained, what appeal can counseling and TA have in the development of a people who struggle for existence?

TA, with its simple language and common-sense approach, became a handy tool for helping uneducated and illiterate villagers.

However, priests and missionaries work for the development of the people, and TA with its simple language and common-sense approach became a handy tool for helping uneducated and illiterate villagers.

In 1973, the Institute for Counselling and Transactional Analysis (ICTA) was registered as a nonprofit organization, and the training of priests and religious workers in TA began. They, in turn, took TA out of the stone walls of city culture to the thatched huts of village women who could hardly read or write.

One of the ICTA trainees, Sr. Josephine, worked with 120 villages near Ooty, in Tamil Nadu. She contacted the village sevaks (leaders or workers) and used TA as her tool to educate them, the word education meaning to bring out the best in people. She impressed upon them, "You have dignity; you can freely assert your rights." The women were so empowered that in a short time they gave up their fight for a bucket of drinking water at the common village well. They got organized and demanded a water supply and other basic amenities from the civil authorities, and they got them.

Training in TA created social consciousness in a woman named Saru. A sincere follower of Islam, Saru decided to work with Muslim women at Calicut in Kerala. Muslim women in this region were traditional, parent-dominated, and a part of a culturally closed community. In a few TA sessions they learned to think; they told Saru, "We never knew these things. Tell us more." Sashi's heart went out to cancer patients. She organized a group of young trainees and nurses to use TA in working with patients at Coimbatore in Tamil Nadu. She believes some cases of cancer are psychosomatic and scriptogenic. Keeping company with patients and giving meaning to their lives brings quick relief and in some cases complete cure.



Fr. George Kandathil, S.J.

These are only a few examples of organized work that is done in India by those who take TA seriously. There are other significant uses of TA, such as that of Pearl Drego in the suburbs of Delhi and Sr. Annie Maria among the fisher folk on the West Coast of Kerala and among the tribals in Malabar Hills. TA has become very popular in Kerala, Tamil Nadu, and parts of Karnataka. Our trainees have succeeded in transferring their enthusiasm to the people of their towns and villages. Publications such as the book, *Enthannu Ee Jnan* (*What Am I* in South Indian vernacular) were of immense help in conveying a scientifically accurate understanding of TA to the common people without vulgarizing it.

Inspired by Global TA Action, proposed by then-ITAA President Vince Gilpin in 1989, ICTA organized a program in Basic Mental Health Education. The program was subsidized by ICTA funds, and lower-income people from different parts of the country took part in it. It was a reach-out program, and the participants shared their transactional analysis experience with groups in their villages. Sr. Annie Maria, who led the sessions, says that Basic Mental Health Education was a unique program. Instead of blaming the existing situation or feeling helpless about it, we have done something creative, lit a small lamp. I'm sure the light will shine in the darkness.

Once during a TA program in a large nationalized firm I asked a group of top managers the following question: "What in your opinion is the greatest human resource?" Replies were revealing: learning, eduation, skill, training, knowledge, good health, everyone spoke in the same tone. Then I said, "It is self-confidence." To raise one's awareness of self-worth and the level of self-confidence is the way to develop the greatest human resource. There was silence, a look of surprise and agreement on their faces.

Eric Berne has a message for every one of us, especially people in third-world countries: "We are born princes and princesses," and we can think and solve our problems in the path of progress. He also tells us how.

Father George Kandathil, TSTA, is Director of the Institute for Counselling and TA in Cochin, India. □

GETTING TO KNOW YOUR TA COLLEAGUES



by Gloria Cartmel

Truly Yours From Manila

I am pleased to introduce Eddie Agbayani from the Philippines this month. Eddie has written to tell us about himself and his interest in TA. If you enjoy reading about Eddie, why not write to us about yourself so we can enjoy reading about you, too? Send your contribution, including a black and white photo, to Gloria Cartmel, Caneland Shoppingtown, Mackay QLD 4740, Queensland, Australia.

I really appreciate the gesture of reaching out to TA colleagues through *The Script*. I am really touched!

Like yourself, Gloria, my interest in TA began more personally. I joined the ITAA on my own initiative because I did not have a sponsor to speak of. With the kind assistance through correspondence of Jose Romero, Julie Hay, Ken Fogelman, and Susan Sevilla I was able to become a Regular Member. Of course I owe much to Frances Bonds-White, who was patient enough to go over my TA 101 written examination. My sister and her husband in Los Angeles, California, helped me with my fees.

My encounter with TA concepts was not love at first sight. In the mid-1970s my country was polarized by the growing disenchantment with the government at that time. My interest then, like that of most students, was anchored in the idea that we could change the country for the better. The "in" thing was involvement in student activism. Idealism has attracted many students to more radical ideologies and unorthodox methods. With that kind of environment, there was not much interest in TA, and the interest that existed was more of a scholarly curiosity.

In the early 1980s I came across Harris's book, *I'm OK, You're OK*, for the second time. I was assigned to a regional office of a company I was working for 400 kms. away from Manila.

While in the province I had more time to read books and articles on TA. At the same time I had the chance to validate the concepts at work because I was working closely with my subordinates. I took the freedom of introducing the concepts to my co-workers. With TA as a framework, it has enhanced our working relationships as well as our personal involvement with people. Since then I have been an avid TA practitioner (I put theories into practice!).

Interest in TA and perhaps even awareness of it is not that keen in the Philippines. There is a Phil-TAO (Philippines Transactional Analysis Organization) headed by an individual, but what I would like to see is an organization that is a vehicle for helping people learn TA concepts and how to integrate them into their lives; I would like to see such a group become a vibrant



Eddie Agbayani

fellowship.

Every now and then I am invited by groups to talk about TA and its applications. In these groups the response is always favorable.

I have not been to any ITAA conference. How I wish I could meet you and all the beautiful people of the ITAA! I really wanted to attend the conference in New Zealand, but budget constraints made it impossible. I just have to look forward to future conferences when perhaps my country will be better off economically.

Again, Gloria, maraming salamat po! (thank you) for making us feel at home and welcome in the ITAA. □

Organizational News

Call for Officer and Board Nominations

The Nominating Committee is now accepting nominations for the 1993 election slate. The following positions will be open:

Treasurer
Vice-President, Operations
Vice-President, Research and Innovation
Vice-President, Development
Vice-President, Training and Certification Council
Secretary
One (1) Board Member for USA Region (1)
One (1) Board Member for Other (Non-European and Non-USA) Region

Nominations require the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination, and the name of the person seconding the nomination. Send nominations to Bill Cornell, Chair of the Nominating Committee, c/o the ITAA office. The close of nominations will be March 23, 1993.

As outlined in the ITAA bylaws, there are three ways to nominate someone for a Board or officer position:

1) through the nominating committee as outlined here

2) by petition with the signature of ten voting members

3) by nominating someone at the 1993 Annual Membership Meeting, which will be held on Thursday, October 14, 1993, from 6-7 pm, at the Sheraton Park Place Hotel in Minneapolis, Minnesota, USA. □

IF YOU GIVE GIFTS AROUND THE HOLIDAYS . . .

Consider Gifts with a Touch of TA

**** Volume of Selected Articles: 1971-1980***

Selections from the *Transactional Analysis Journal*, including many out-of-print articles. $25 plus shipping/handling. Surface mail add: $2-US/Can/Mex, $4-Europe, $6-Other; Airmail add: $7-Americas, $12-Europe, $15-Other.

**** Transactional Analysis Journal* for 1993**

A one-year's subscription (four issues) is $40. For airmail service add $20.

**** TAJ* and *The Script* Newsletter for 1993**

Get the quarterly *TAJ* and *The Script* nine times a year for $55. For *TAJ* Airmail service add $20; for *Script* airmail service add $5 for the USA, or $15 for non-US.

*** Associate Membership—1993 One-Year Special at the Old 1992 Rate of $52.** Includes subscription to the *TAJ* and *The Script*, listing in and a copy of the International Membership Directory, conference discounts, and access to group insurance plans for USA members. Hurry—membership cost increases on January 1, 1993.

*** ITAA International Membership Directory: 1992-1993**

Enjoy a "Seasonal Special Price" of $5 for Members, $10 for Non-Members, WITH NO SHIPPING/POSTAGE COSTS! (for surface mailing only). For airmail, please add $2-US/Can/Mex, $4-Europe, $5-Other.

VIDEOTAPES—A GIFT THAT LIVES ON

*** Volume 1 of A Professional Skills Video Library:**

"Redecision Therapy" with Bob and Mary Goulding, 2 hours. $85 Members/$95 Non-Members (includes tax and shipping).

*** Volume 2 of A Professional Skills Video Library:**

Introduction to Transactional Analysis (TA 101), with many original founding members and pioneers, 220 minutes (2-tape set). SEASONAL SPECIAL: $100 Members/$120 Non-Members (includes tax and shipping).

*** "Scripts" with Robert L. Goulding, MD (Taped Live)**

Bob teaches about scripts in his inimitable fashion, 55 minutes. $45 Members/$55 Non-Members (includes tax and shipping).

(Please note: For BETA or PAL videotapes, add $5.00)

To Order: Please send your complete name and address, a list of the gifts you are ordering, and either a check or money order in US dollars drawn on a US bank for the total amount (including all shipping costs where applicable) or complete VISA/MASTERCARD information.

ICTA CONFERENCE UPDATE

Dynamic Presenters Planned for India Conference

Below is the final list of presenters for the January 19-22, 1993 Institute for Counselling and Transactional Analysis (ICTA) conference in Cochin, India, designated site of ITAA business meetings:

Mary Goulding, USA
Julie Hay, England
Servaas van Beekum, The Netherlands
Conchita de Diego Morales, Spain
Janne Blarke, Denmark
John Houck, USA
Susanna Ifland, Chile
George Kohlrieser, USA
Ian Stewart, England
Robin Maslen, Australia
Robert Massey, USA
Ruth McClendon, USA
Leslie Kadis, USA
Oswald Summerton, India
K. Ramakrishnan, Singapore
Jean Illsley Clarke, USA
Charlotte Christoph-Lemke, Germany
Charlotte Daellenbach, New Zealand
Marijke Verspill-Wusten, Netherlands
Rols Reiner Kiltz, Germany
Marjory Zerin, USA
Ed Zerin, USA
Nelly Micholt, Belgium



For information on registration, contact Sr. Annie Maria, ICTA Annual Conference Convenor, ICTA-Santigram, Cochin University PO, Cochin 682-022, India; phone: 91-484-855-143. □

EXCITING PRE-CONFERENCE INSTITUTES PLANNED FOR JANUARY 18-19

*** Making Change an Opportunity for Growth by Fostering Creativity in Organizations—with Julie Hay**

This institute will consider how TA models provide valuable insights into managing change and fostering creativity and innovation. Topics will include: the cycles of development in individuals and organizations, the competence curve and how to help others handle change, techniques for stimulating and encouraging creativity, and a structured approach for effective innovation.

*** Changing Lives Through Redecision Therapy—with Mary McClure Goulding**

This workshop will consist of personal work with volunteers, after which the therapy will be discussed. Also included will be a review and discussion about California therapists from the 1960s and their contributions to the field.

*** Ego States and Roles of Leadership: The Role of Imago in Script—with Jean Illsley Clarke**

This institute will cover "the role of Imago Script," including a description of script, imago, some experiential ways of exploring how the theory of imago supports the maintenance of script, and how imago functions with the miniscript. There will also be a discussion of ego states and roles of leadership.

*** Introduction to Transactional Analysis (TA 101)—Carlos and Saroj Welch (January 18-19, 1993)**

ITAA/NZTAA Conference Proceedings Booklet Still Available

This volume includes most of the featured presentations from the November 1992 Annual Conference. There are only a few left, so order yours soon! Send $14 US (includes shipping/handling) to the ITAA, 1772 Vallejo St., San Francisco, CA 94123-5009, USA, or order directly from Evan Sherrard, NZ Conference Convenor, 8 Garden Place, Three Kings 4, Auckland, New Zealand for $25 NZ (includes shipping/handling).

ERIC BERNE MEMORIAL AWARD NOMINATIONS DUE

The deadline for nominations for the 1993 Eric Berne Memorial Scientific Award is January 1, 1993. Please see the July 1992 or November 1992 issues of *The Script* or contact the ITAA office for details and requirements for making nominations.

The Script

Editor: Gerald Cartmel, MB
Consulting Editor: Robin Fryer, MSW

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Recycled Recyclable

Members Forum

Editorial Policy: We welcome Letters to the Editor (c/o the ITAA office). In editing for taste, accuracy, and length, our intent is to retain the author's meaning. Opinions offered in this column do not necessarily represent the views of the Editor or the ITAA. Readers are invited to digest letters within the framework of TA theory.

RESPONSE TO CHANGE REGARDING CTA WRITTEN EXAM

Dear Fellow Members:

This letter is in response to Val Chang's comments (September-October 1992 *Script*) about the written exam used in the USA.

There are three forms of the written exam recognized by the Board of Certification (BOC). First, Europe, under the auspices of the EATA Council of Certification (COC), uses the long case study. Anyone with a contract with COC in Europe must do that exam. Second, there is a 38-question essay exam used by everyone except Europe and the USA/Canada. Third, there is the proctored exam taken from a large pool of questions (pages 165-170 in the BOC section of the 1991 *Training Manual*). This is the exam about which Val has concerns.

I will address her concerns in order.

1. "Several questions are unclear. . . ." This is true. Not all questions are as crisp as they could be, especially some of the script questions. The written exam committee will be addressing this problem. There has been one revision already in the past couple of years and more are needed. BOC rules state that any change must be given a year for implementation so that the information about the change can be circulated properly. The BOC will be dealing with proposed revisions to the 38-question essay exam at its meeting in New Zealand.

2. " . . . and there are too many questions." There are approximately 64 questions in eight categories from which questions are selected for each exam. These questions were designed to cover the major areas of TA history and theory. Even though there is a lot of material to cover, I have found that the questions along with the corresponding references (also included in the *Manual*) are a good study guide. When trainees are done, they have a good sense of accomplishment.

3. A candidate "can't write well-developed answers in 20 minutes." Yes, it is hard to put down the sum of one's knowledge about an important TA topic such as games in 20 minutes. I will propose to the BOC that we consider allowing more time for the exam. As it is, I prepare candidates to answer the questions concisely.

4. "The exams are . . . subjectively scored with no standard acceptable answers provided to examiners." This is not true. On page 135 in the BOC section of the *Training Manual* there are very specific instructions for scoring both the proctored exam and the 38-question essay exam, even though the title of the page only mentions the essay exam. These instructions, along with sample answers for the specific questions on a particular exam, are included in the packet sent to readers. The written exam committee has spent several years trying to develop good sample answers for all the questions as guidelines for readers. Where there are no sample answers developed yet, the specific references to the TA literature from which the question was taken are given. And yes, as with any exam that is not true-false (or pick one of five choices and color in the dot), there will always be subjectivity.

5. "Trainees sometimes wait months . . . for results." This is true. All the readers are volunteers. The July exam, for instance, is often the most problematic in that many readers are away and don't get to the exam until after their holiday. It has been my experience that the volunteers do the best they can. I often call if the delay gets too long. We ask that readers do the work as soon as possible.

6. " . . . and then just get numerical scores without adequate feedback." This was true in the past. Now readers are asked to give an explanation if they score a three or less. This addition of feedback on the scoring is relatively recent and has been done with moderate consistency.

7. And finally, because much of what Val said and for several other reasons, the BOC in Brighton (March 1992) voted to allow, beginning October 1, 1993, the use of the 38-question essay exam in the USA and Canada as well as the proctored exam. We hope that those who do not want to prepare for the proctored exam will be willing to work on the essay exam (see pages 133-135 and 171-172 in the BOC section of the *Training Manual*). We are not sure what this will mean in terms of encouraging more people to work for TA certification, but the BOC wishes to do what it can to make TA certification attractive while at the same time not compromising its testing standards for knowledge of TA theory and application.

Val, I know you spoke for many others in your letter. I hope my response has been informative and encouraging.

Fred Clark, BOC Written Exam Subcommittee Chair, Cheshire, Connecticut, USA

HOLIDAY MESSAGES TO TA COLLEAGUES AND FRIENDS

Joanna Beazley-Richards—I love you and I think of you often. Stay well.
Elaine Childs Gowell

Antoinette de Mol—I miss hearing from or seeing you. Have a Happy Christmas.
Elaine Childs Gowell

Pearl Drego—I look forward to seeing you next January.
Elaine Childs Gowell

COWPOKE CLARIFIED

Dear Editor:

As the first two cowpokes in the *TAJ* (see "The Four Stories of Psychotherapy," April 1992 *TAJ*), we'd like to explain the term.

A cowpoke is one who prods cattle. In colloquial TA, a cowpoke is one who has an extra smidgen of two-year-old psychology in the personality, thus someone who likes to prod others. We, for instance, look for errant cattle in TA publications. These two cowpokes want to say to the *Script* editor that an OK-OK attitude does not preclude adversarial debate. We criticize those engaged in mystical mishmash (evidencing four-year-old contamination of the Adult ego state) while still celebrating their births, lives (in *this* world, thank you!), and contributions. We regularly *poke* Carl Jung(k) on that basis. Other-worldly, I-Know-Something-You-Don't-Know, You-Beastly-Humanist-Mechanist-You, is simply a guise for "I'm OK, You're Not OK."

We also think that Mary Goulding would do well to read our article on the Four Stories because it gives perspectives that may aid redecision psychotherapy. (*Come on, Mary: We listened to you, read your work, and attended your conferences.*) We also poke fun at the editors of the *TAJ*, who frequently think that scholarship means footnoting "The Great Nobles of the Past," which is merely a form of Compliant Child endeavor rather than evidence of Free Adult.

Cattle prodding is a fun thing. Cowpokes ride the herd in all kinds of weather. There is one other good thing about them, Gerald. Cowpokes like to be prodded, also. We thus invite criticism of our Four Stories article. "Het-em-up! Move-em-out!"

Frank and Dixie Morris, Arlington Heights, Illinois, USA

RESEARCH INFO AVAILABLE ON COMPUTER

Dear *Script*:

In the course of preparing for the TSTA exam, I collected a fair amount of textual and reference information in computer readable form. I would be pleased to share this information with persons interested in doing research on TA topics.

The information consists of:

1. The Table of Contents pages of the TA *Journal* and the TA *Bulletin* and pertinent abstracts. The information is in chronological order.

The purpose of such a compilation is to allow anyone interested in a search for articles of specific interest to use a search mode, which practically all text systems provide. The search could be based on:

a. a word, such as ego, Child, script, etc. to find articles with titles or abstracts containing this word

b. an author, by using the last name

c. part of a word, such as "phob," which would indicate all articles in which the word "phobias," for example, occurs

2. A compilation of multiple authorship based on a reorganization of the information above.

3. Miscellaneous (and only partially coherent) excerpts from *TAJ* and *TAB* articles sorted by TA theme groupings such as ego states, strokes, games, discounting, rackets, script, etc.

I am willing to share this information on the basis of the user determining whatever he or she considers fair reimbursement based on its usefulness to him or her, but would expect a check for $15 or an equivalent to cover copying and sending costs as a minimum. My favorite form of reimbursement would be receiving the results of searches and similar material from anyone using the material.

The information can be processed by any IBM compatible computer text system such as Word, Wordstar, Framework, etc., but in order to make things simpler I need the following information at the time a request is made:

1. Physical size of diskette (3.5 or 5-1/4 inches)

2. The formatting the user's computer is able to read:

a. 360 MB (DD) or 1.2 KB (HD) for 5-1/4 inch diskettes

b. 720 MB (DD) or 1.44 KB (HD) for 3.5 inch diskettes

I can be reached at: Dorner Strasse 26, D-5248 Wissen, Germany; phone: 02742-1260.

Gabor von Varga, Wissen, Germany

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Gerald Cartmel, Editor

Training News

EXAMINERS NEEDED FOR COCHIN

Board of Certification (BOC) exams will be held in Cochin, India, on January 19, 1993, in conjunction with the Institute for Counselling and Transactional Analysis (ICTA) conference, designated site of the ITAA business meetings. Subject to final BOC approval, we expect there will be one TSTA candidate and up to eight CTA candidates. Therefore, we need examiners!

The Exam Coordinator, Thomas Mathew Kottukappally, is writing personally to all advanced members who register for the Conference inviting them to examine.

If you are an advanced member and are still wondering whether to go to Cochin, why not come along and help ensure the success of these exams, which will be a further landmark in the expansion of TA in India? Registration details for the Cochin conference were given in the September-October *Script* or you can contact Sr. Annie Maria, Conference Convenor, ICTA Annual Conference 1993, ICTA Santigram, Cochin University PO, Cochin 682 022, India. □

TSTA CURRICULUM PLANNING SUBCOMMITTEE SUPERVISION BOOKLET

The proposed supervision booklet is now available in draft form. Copies may be obtained from Christine Lister-Ford, Chair of the TSTA Curriculum Planning Subcommittee, Stockton Psychotherapy Training Institute, 77 Acklam Rd., Thornaby-On-Tees, Cleveland TS17 7BD, United Kingdom; phone: 0642 611292. Trainers are invited to submit additional proposals or amendments by February 15, 1993.

REVITALIZING TRAINING

continued from page 1

of doing nothing and watching TA training die out in this area is not appealing.

I know that there are successful programs of this type in some places in the US and in many other countries. I have written to ITAA President Robin Maslen and to USATAA General Coordinator Josephine Lewis to ask them to help us find a way to pool ideas and information as to what approaches might be most successful in reestablishing and expanding the credibility of our training and certification.

I have had a great time in this career during the past twenty-five years, and although I have integrated many other methods of therapy and education into my repertoire, I continue to teach and utilize TA concepts, language, and methods. They are still fresh, clear, and illuminating to my clients.

I am eager to correspond with anyone who has input or suggestions as to how we can be more effective in providing our training programs to students in the psychotherapy, education and consulting communities.

Ted Novey, PhD, is Co-Chair of the ITAA Affiliations Negotiations Committee and a member of the TAJ *Editorial Board. He can be reached at 815 Indian Rd., Glenview, Illinois 60025, USA.* □

TA 101 CALENDAR

December 4-6, 1992—Karlsruhe, Germany. Cost: DM 260. Leader: Anne Kohlhaas-Reith, CTSTA, and Richard Reith, PTSTA. Contact: WIRKSTATT, Steinstrasse, D-7500 Karlsruhe, Germany.

January 18-19, 1993—Cochin, India. Cost: $40. Contact: Sr. Annie Maria, Convenor, ICTA-Santigram, Cochin University PO, Cochin 682022; phone: 91-484-855143.

January 19-21, 1993—Chapel Hill, North Carolina, USA. Cost: $225. Leader: Vann Joines, TSTA. Contact: Southeast Institute, 103 Edwards Ridge, Chapel Hill, NC 27514; phone: (919) 929-1171.

February 12-14, 1993—Karlsruhe, Germany. Cost: DM 260. Leaders: Anne Kohlhaas-Reith, CTSTA, and Richard Reith, PTSTA. Contact: WIRKSTATT, Steinstrasse, D-7500 Karlsruhe, Germany.

March 13-14, 1993—Cleveland, England. Cost: £70. Leaders: Christine Lister-Ford, PTSTA, or Jennie McNamara, PTSTA. Contact: Stockton Psychotherapy Training Institute, 77 Acklam Rd., Thornaby, Cleveland TS17 7BD, England; phone 0642 611292.

May 28-29, 1993—Chapel Hill, North Carolina, USA. Cost: $225. Leader: Vann Joines, TSTA. Contact: Southeast Institute, 103 Edwards Ridge, Chapel Hill, NC 27514; phone: (919) 929-1171.

July 17-18, 1993—Cleveland, England. Cost: £70. Leaders: Christine Lister-Ford, PTSTA, or Jennie McNamara, PTSTA. Contact: Stockton Psychotherapy Training Institute, 77 Acklam Rd., Thornaby, Cleveland TS17 7BD; phone: 0642 611292.

October 10-11, 1993—Minneapolis, Minnesota. Cost: $75. Contact: ITAA, 1772 Vallejo St., San Francisco, CA 94123-5009; phone: 415-885-5992.

Certified Teaching and Supervising Transactional Analysts and Provisional Teaching and Supervising Transactional Analysts are invited to list free of charge information about TA 101s they are presenting. To be listed, please send the following information to Robin Fryer, Consulting Editor, 1700 Ganges Ave., El Cerrito, CA 94530, USA: dates of TA 101, location, cost, leaders' names, and how to get more information. Deadline: first of the month prior to the month of publication. Note: We cannot accept tentative or open dates; please be specific.

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Oral	BOC COC BOC COC BOC	Jan. 19, 1993 Mar. 28, 1993 May 19, 1993 July 4, 1993 Oct. 13, 1993	Cochin, India Paris, France Atlantic City, USA Siena, Italy Minneapolis, USA	Oct. 18, 1992 Dec. 1, 1992 Feb. 19, 1993 April 1, 1993 July 13, 1993
TSTA Oral	BOC BOC COC BOC	Jan. 19, 1993 May 19, 1993 July 4, 1993 Oct. 13, 1993	Cochin, India Atlantic City, USA Siena, Italy Minneapolis, USA	Nov. 15, 1992 Feb. 19, 1993 April 1, 1993 July 13, 1993
CTA Written	N. Amer. N. Amer. Non-Euro/ N. Amer.	Mar. 12/13, 1993 May 19, 1993 Your choice	To be announced Atlantic city To be submitted for reading through the ITAA office	Dec. 12, 1992 Feb. 19, 1993
Training. Endorse. Workshop		July 10-12, 1993 Oct. 19-21, 1993	Siena, Italy Minneapolis, USA	March 10, 1993 June 19, 1993

To make arrangements to take a BOC exam, contact the T&C Council, 1772 Vallejo St., San Francisco, CA 94123, USA. **To arrange to take a COC exam,** contact your EATA Language Coordinator. Check with the EATA office or the EATA Newsletter for the name of the appropriate Language Group Coordinator.

Training Endorsement Workshop fee: $395 payable in US dollars to T&C Council, c/o the T & C Council office, 1772 Vallejo St., San Francisco, CA 94123, USA.

NEW INSIGHTS

DENNIS E. O'GRADY, Psy.D.



TAKING THE FEAR OUT OF CHANGING

Guidelines for Getting Through Tough Life Transitions

1. Becoming A Change-Expert
2. Why Can't You Change?
3. Reasons Adults Resist Change
4. Using Goals To Succeed
5. Embracing The Five Stages Of Change
6. Choosing Your Own Changes
7. Taking Good Advice
8. Changing Instead Of Complaining
9. Accepting Positive Strokes
10. Pleasing Yourself For A Change
11. Freeing Up From Change Fears
12. Managing High Self-Esteem

About The Author:
Dr. Dennis O'Grady is a Dayton, Ohio, USA, psychologist, business consultant and professional speaker who is a Certified Transactional Analyst.
"This is a book written to stimulate the thinking, the feelings, and the actions of readers in such a way as to help them with the difficult process of change." - Ronald E. Fox, Ph.D.

To Order:
This 488 page book is available for **$19.12,** which includes postage, from
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Dayton, Ohio, U.S.A. 45439 (513) 298-0505

ERRATA

It is with great humility that we acknowledge two errors in the November 1992 issue of *The Script*. First, in Gerald Cartmel's Editor's Column the word cathexis was misspelled twice. Second, in Margery Friedlander's article, "Confessions of a Procrastinator," item #12 should have read, "Transactional analysis is now considered a generic term and should *not* be capitalized." In neither case was the author responsible for the error, and we offer both of them our apologies. Although we did not intend it to work out this way, the errors do ironically illustrate one of the points Margery was trying to make: After one has seen copy several times, it is very difficult to catch any remaining errors, so if you can, get someone else to help proofread!

ADVANCED TA TRAINING

An interactional approach to human relationships, learning and change.

Russ Osnes, MDiv, PhD
Jean Illsley Clarke, MA

February 19 - 21	Transactions
March 19 - 21	Games
April 16 - 18	Discounting & Passivity
May 14 - 16	Drama Triangle

For more information and registration:
Self-Esteem and Transactional Analysis Center
612/473-1840
16535 9th Ave. North, Minneapolis, MN 55447

MARAE EXPERIENCE

continued from page 1

about the Maori; they want us to know and value their culture and to support them in maintaining their cultural identity and distinctiveness as well as to help them achieve their rightful place of partnership within New Zealand society.

The marae exists foremost for the needs of the Maori, which means such needs—for example, a funeral—take priority over visits from outsiders. Visitors to the marae must take things as they find them, accepting the Maori way of doing things and remembering that it is part of Maori prestige or mana to provide the best experience for guests that circumstances will allow.

It is offensive to Maori for a pakeha (a non-Maori New Zealander) to presume to describe and explain matters of Maori culture. However, it is acceptable to offer a personal perspective and account of what it is like to go onto a marae.



Evan and Isabelle Sherrard enjoy the gala banquet.

Conference participants met at the gate or entrance to the space in front of the large meeting house on the marae complex. Our hosts sent some of their group to meet us, guide us, and speak on our behalf. These guides told us what to do and organized a collection from everyone willing to give a gift to the marae, quite different from the sum we had already paid to attend the event.

It was obvious by this time that we were two different groups, that our cultures stand at a distance from one another. I found it best to open my mind and heart to the experience and to allow myself to journey into another world. The journey began with a distinctive keening call from a woman who invited us to move onto the marae and to begin to reduce the distance between us.

As we entered, our woman guide answered for us, identifying us as peaceful visitors who came in good-



A Maori woman greets ITAA members (from left) Vince Gilpin, Robin Maslen, and Denton Roberts at the Mataatua Marae.

will. We slowly, respectfully walked forward, heads lowered, women in front, men at the rear. Half way we paused in silence, a time to reflect that we came not alone, nor were those waiting for us in front of their house alone. With us and with them were our forebearers. We are who we have become because of others who have gone before. We paused to remember them and to pay our respects.

We then moved forward to the place indicated, where we were offered seats; the women sat in the back rows, the men in front. There were speeches in Maori welcoming us. Even though we could not understand the content, so much was communicated by the passion of the speakers. After each speaker there was a song or chant that gave resonance to what had been said. Although we were not yet one people, the distance between us had been reduced. We were ready to meet. The



Sean Tate-Manning of New Zealand makes a speech in Maori.

climax of our reception was the "hongi," or pressing of noses so that our life breath might intermingle.

We then entered the meeting house for the purpose of our visit—to learn something of the Maori culture and its place in New Zealand society today. Each marae has its own detailed protocol, but generally, once inside, guests sit on floor mattresses. It is not acceptable to be taller than the speaker, to interrupt, or to go in front of him or her. When seating oneself on a mattress, it is important to avoid sitting on a pillow or anywhere that someone might rest his or her head, and one should not step over a person sitting or lying on a mattress. In the dining room one must never sit or lean one's backside on the tables. In the meeting house it is not rude to stretch out or even go to sleep on one's mattress.

At that point we were asked to identify a song that we were all likely to know and to sing it to our hosts; we roared out three choruses of "You Are My Sunshine." Our singing backed up what our speakers had said on our behalf at the welcoming ritual.

There are no formal ending or farewell rituals. We were given an opportunity to say how our experience on the marae had touched us and what influence it might have on our lives in the future. After such seriousness, pleasure and lightheartedness followed, the tension between the sacred and the ordinary held nicely in balance. We moved to another place to share food and drink because no eating is allowed inside the meeting house or on the special front courtyard. Hosts and visitors mingled together over a simple shared meal as we got to know each other better.



NZTAA President Charlotte Daellenbach.

We returned from the marae to the conference filled with new awareness of Maori culture and, by contrast, our own. This deeply moving experience helped prepare us for further exploration of the "Partnership" theme by demonstrating the profound lessons we can learn from other peoples and cultures. We are indebted to our Maori hosts for lessons so gently and beautifully taught.

Evan Sherrard

□



Maori leader Paraire Huata (center) with Nau Epiha, a Maori elder (left), and Te Wa Huia Tanquira, who together act as spokespersons welcoming conference participants to New Zealand.

SCIENTIFIC PROGRAM

continued from page 1.

integrated with TA theory.

In talking with participants it seemed clear that those with strong TA knowledge enjoyed the workshops that focused on the interface between TA and other theories. Those newer to TA were seeking clarification or additional knowledge of TA theory.



Keynote speaker Lloyd Geering (left) with Local Conference Convenor Evan Sherrard.

The only complaint I heard was that participants had no way of knowing in advance whether presentations were TA or non-TA based, experiential or theoretical, at the beginning, intermediate, or advanced level.



Dr. Mary Ann Bin-Sallik, an Aborigine and conference keynote speaker.

Overall, the conference scientific program, and the conference as a whole, was a huge success, with a wide diversity of presentations which contributed to a strong sense of community among participants. The measures I used to gauge this were the strong clapping emanating from rooms at the end of presentations and the level of energy and discussion as people congregated and milled around afterward. Our New Zealand hosts have every reason to feel very happy about their intimate and spirited conference held in partnership with the ITAA. □



Gerald and Gloria Cartmel clowning at the banquet.

TA in Organizations

Development of a Dutch Organizational TA Network: A Success Story

by Sari van Poelje

At the 1990 EATA/ITAA Conference in Brussels, Nick Williams organized an international meeting of organizational transactional analysts. The goal was to stimulate the development of networks in each affiliated country and to promte TA in organizations. The chairpersons of each network would meet regularly to discuss progress, and an international organizational TA bulletin would be issued.

Diny Koreman and I, both members of the Dutch TA organization, NVTA, were present at the Brussels meeting. We decided that we wanted to start a Dutch Network TA in Organizations (NTAO). The problem was how to define the organizational network in such a distinct and attractive way that others would become as enthusiastic as we were.

We decided that our primary goal was to stimulate the development of theory and application of TA in organizations. Our secondary goals were:

- to organize regular organizational seminars and "intervision" (feedback and supervision)
- to exchange our experience with TA theory and application in organizations
- to contribute to the development of professional standards among members
- to develop specific organizational TA theory and applications
- to stimulate the publication of articles concerning our field
- to stimulate the recognition of TA in organizations as a distinct field both within national and international TA organizations and within professional organizations and networks

Requirements for membership include:

- completion of a TA 101 and enrollment in basic TA training
- membership in the Belgian or Dutch TA organizations
- use of TA in organizations in a function that contains an element of organizational development (i.e., interventions are directed toward development of the system and not just of particular individuals)
- an academic or similar educational background

Members get free seminars, public relations exposure, intervision, and a regular bulletin. The membership fee is limited to F25 to cover administrative costs.

In August 1990 we put an advertisement in the publication *Strook* in which we stated our goals, the requirements for membership, and the date of our first meeting. We waited expectantly for hoards of members to arrive. Only one person came that time and to the three meetings after that! We spent the meetings fruitfully, exchanging ideas and giving intervision, but our aspirations for NTAO were greater than that.

Honoring the ageless axiom that people will be motivated if you can offer some concrete service, we made a floppy disk containing the abstracts of articles on TA and organizations from 1974 on, to be given out at the next meeting. In addition, Diny became a member of the NVTA Board, with organization issues as a special task.

In September 1991 we held our first "real" meeting. Eight senior consultants attended. Since then, five successful seminars have been organized on subjects ranging from the implementation of Quality Circles to analysis of organizational culture. Members take turns telling how they have developed TA concepts into useful organizational theory and application. Just as in Berne's original seminars, we have a forum for presenting our ideas and in which we can receive intervision from colleagues. We were sure to make all the national TA provisional teaching and supervising transactional analysts honorary members and then asked them to speak at our meetings, which many of them did. Additional initiatives have been to reserve an edition of *Strook* for organizational articles. We also had a large share in organizing the NVTA conference on TA and professionalism.

We have 25 members now. Many of them had dropped out of TA because organizational work was not adequately represented. All of them have a management, staff, or consulting function. Our plans for next year include organizing supervision weekends by international PTSTAs for our members. We will also start some projects together such as the analysis of the national TA organization, international research on the development of the organizational field, and regular training courses in professional organizations. Through these initiatives organizational TA has become a well-represented and respected field in The Netherlands. Diny has become the President of NVTA, and I am the NVTA representative on the EATA Council.

Through these initiatives organizational TA has become a well-represented and respected field in The Netherlands.

Looking back, we have realized our networking dream beyond our expectations. It took a whole year of investing energy and time without much return before something happened, but when it did we reaped all the rewards communication among equals can bring. The only way to start a network like this one is to truly believe in the specific quality of organizational transactional analysts and to be willing to invest your power for the greater good of developing TA as a whole (within the existing structures), as opposed to investing for your own good only.



Sari van Poelje

We believe that any country can use our networking model to start networks of their own. If anyone wants our help in doing that, we would be happy to advise. In the meantime, we are looking forward to meeting the chairpersons of the other organizational networks and to reading the international bulletin.

Sari van Poelje works in the Department for Personnel Management and Research at the University of Brabant and as a freelance organizational consultant and trainer. She lives in Leiden, The Netherlands.

□

TA in Management and Organizations Gets a Boost in Europe

by Nick Williams

Two of the biggest and most successful TA in management and organizations events ever organized in Britain were held recently in London.

Through his company, Personal and Professional Development, Nick Williams organized two workshops presented by Abe Wagner of Denver, Colorado, USA. The first seminar was held at the Forte Crest Regents Park on September 16, 1992. "The Transactional Manager" was aimed at the business community and was very successful. The 40 participants, many from major organizations in the United Kingdom, found the day amusing, inspiring, and educational. Some said it was the best training they had ever been at and were keen for follow-up coaching and supervision to implement the ideas in their workplaces.

The second event with Abe was held at Regents College on September 19-20, 1992. This training weekend for the TA community included 60 participants from the United Kingdom, Holland, Belgium, Germany, and Sweden. One company sent 13 senior managers! Abe covered marketing, presenting ideas, getting exposure, how to sell packages, and much good content on TA and other approaches.

Nick, Abe, and Julie Hay also used the events to launch an international network that they had been planning. The International Network for TA in Development (INTAD) is a network to bring together people who practice in what has been known as "special fields," that is, non-clinical TA practitioners. It provides a brief newsletter and will be a great way to keep in touch and to share ideas, information, and experience. Julie Hay is administering INTAD; you can contact her at 7 Oxhey Rd., Watford, Hertfordshire, England; phone: 0923 224737; fax: 0923 210648.

Overall, these two events were a tremendous success. PPD is now planning one or two trips to Britain next year for Abe Wagner, and Nick and Julie Hay will run a follow-up day in December. More events are planned to raise the profile of TA in management and organizations in Britain and Europe, which also enhances my work as the Chair of the ITAA network of people using TA in organizations.

If you have information to share about using TA in organizations, contact me: Nick Williams, Personal & Professional Development, 19 Whittingstall Rd., London SW6 4EA, England; phone: 071-736-4911; fax 071-384-1576.



Nick Williams (left) and Abe Wagner at TA in Management Seminar in London

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