INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION

The Script

VOLUME XXV NUMBER 1 JANUARY-FEBRUARY 1995

NEW WINE From OLD ROOTS

Special San Francisco Conference Insert — see page 3

Research Column Inaugurated

Welcome to the Research Column, which is a major statement that research is alive and well in the TA community. In this column we hope to provide up-to-date information about research as well as to invite members to contribute research information of their own.

Research in TA is growing and needs to continue to do so. We need to show that our mode of theory and therapy is effective and why. Much is being done that many of us are not aware of, and we hope through this column we can disseminate and collect information.

Current Information

Data Bank: Now under the leadership of Elana Leigh, the data bank is at the ITAA office under the supervision of Executive Director Susan Sevilla. For more information on what this is and how to use it, contact Susan.

Eric Berne Memorial Award: One of the four categories for this award is research. So write up those projects and get them published so you can be nominated for the EBMA!

Funding: There are funds for research. We will provide more information about these in the next *Script*.

In the meantime, if you have anything you wish to contribute to this column, please write: Elana Leigh, 158 Wellington St., Bondi 2026, Sydney, NSW, Australia.

Elana Leigh
Vice President of Research and Innovation

Rich Scientific Program Highlights SF Conference

Editor's Note: The following article is the result of a phone interview done by our crack editorial staff with Richard Erskine, Co-Chair of the Scientific Program Subcommittee for MITAC '95. Each issue of The Script *leading up to this summer's meeting will focus on some of the people involved with it. In this issue we look at the overall concept and organization of the scientific program.*



"The program will feature many of the people who have been at the heart of TA over the years."

Beginning in 1995, once every three years there will be a Major International Transactional Analysis Conference (hence MITAC). The program planned for 9-13 August 1995 in San Francisco will feature many of the people who have been at the heart of transactional analysis over the years.

The central organizing feature of the ITAA is found in preparation for the clinical exam, with much of the material for this exam drawn from articles in the *Transactional Analysis Journal*. Richard Erskine and Rebecca Trautmann just finished teaching a two-year

- continued on page 8

Burr House Sale Falls Through

On December 14 the ITAA received the unexpected and unwelcome news that the buyer of the ITAA headquarters building was not going through with the purchase. January 6 was to have been the date escrow closed, and part of the sale agreement had been that the building be delivered empty at that time. As a result, the ITAA moved its offices in early December and the other building tenants also moved out, thus leaving the building vacant but still incurring maintenance costs.

ITAA Executive Director Susan Sevilla informed the Board of Trustees about the sale falling through and contacted the ITAA attorney regarding possible action, including suing the buyer for damages in excess of the $25,000 deposit. In addition, discussions have begun about putting the house on the market again or finding a long-term tenant.

This development comes as very disappointing news financially and administratively. The building sale, which had been under debate for several years, was finally undertaken in January 1993 for several reasons: to capitalize the asset tied up in real estate, to reduce administration time spent on property management, to avoid substantial short-term maintenance costs, to simplify ITAA operations, and to avoid costs that might accrue if the building were damaged in an earthquake. It is unclear at this point how these factors will be affected by the sale falling through.

On the up side, the loss many members felt about the building sale was channeled into a delightful "Burr House Goodbye Party" on December 11, at which about 100 members, many of them old-timers from Berne's days, gathered to visit, reminisce, and participate in the final meeting at the Vallejo Street building of the Eric Berne Seminar.

In addition, after investigating 16 sites, consulting with local members, and negotiating with three potential landlords, ITAA Executive Director Susan Sevilla was authorized by the board to sign a five-year lease for office space at 450 Pacific Avenue in San Francisco. On December 7 the move was completed to the new space, which includes three private offices, a large open reception area, and storage space in a charming, four-story brick building located only nine blocks from the Embarcadero BART station.

Now that the office staff is unpacked and back to business as usual, we welcome visitors to the new offices, where we will remain. And as far as the Burr House goes, we will keep members informed about future developments as they occur. □

Changing Times— Changing Needs

Mary Ellen Frost

The ITAA Affiliation Committee met in Aruba and dealt with some difficult realities and differences within the organization. The actions of the committee were:

- to *accept* with understanding and sadness the Canadian TA Association's (CATA) decision to place their organization in dormancy
- upon *reaching an impasse* with the European TA Association (EATA), to accept notice that if EATA and the ITAA cannot resolve the impasse, EATA will deaffiliate
- to *approve the USA TA Association (USATAA) proposal* for moving forward into stage two of affiliation, with the understanding that if EATA deaffiliates, USATAA will need to reconsider

ITAA or Affiliates Primary?

The underlying issue for these developments may be summarized as follows: Is the ITAA the primary organization, with the regional groups (affiliates) divisions within that organization, or are the affiliates the primary groups which are federated with the ITAA? In the latter scenario, the ITAA is the holder of the core theory and training/ certification.

"The fundamental difference is about the nature of the organization we are to have in the coming decades."

Many direct members and EATA and USATAA have been struggling with this issue in various ways for many years. It is valuable to have it clarified so succinctly in this crisis.

In Aruba, EATA representatives were promoting the primacy of regional groups, with national group members and ITAA as the holder of the core theory (see figure 1).

- continued on page 8

Helpful Techniques for Organizational Training

by K. Ramakrishnan

We are pleased to present these excerpts from an article by K. Ramakrishnan (RAMA), PTSTA, who is coordinating the organizational panel scheduled for the 25-27 March 1995 Singapore Conference, an ITAA designated conference hosted by the Transactional Analysis Association—Singapore. For more information on the conference, see the November 1994 Script *or contact Conference Convener Jessica Leong, 38-A Jalan Mat Jambol, #01-09 Islandview Condominium, Singapore 0511; phone: (65) 4713277; fax: (65) 4740872.*



In Singapore, most companies and organizations expect management trainers to achieve set objectives for each training session. Some even give a skills test to

- continued on page 8

EDITORIALLY YOURS

by Laurie Hamilton

A Different Perspective

When I was 17 I visited my grandmother at her country house. I hadn't been there for about ten years, instead visiting only at her city apartment. I loved going to that big old house in the country and had missed it greatly. One of my favorite pastimes there was to swing in the large double swing at the bottom of the garden. On this visit I was dismayed to discover that the swing was gone, perhaps sold, I thought, because there had been no one there to use it.

When I shared my disappointment about the swing, my grandmother laughed. She happily told me that it was still there; I just hadn't seen it. We walked together past the roses and peonies, the grape arbor and the iris to a small clearing . . . with a miniature double swing. I complained about the substitution of the miniature swing for the grand one I so clearly remembered. My grandmother insisted that it was the same one, that only my perception of it had changed. Although it took me several hours, by evening I had finally accepted that it was the same swing. However, the swing that I had once found so ample was no longer large enough for me to sit in happily.



"Perceptions change about the 'truth' of something, even if the thing itself has not changed."

I have recalled that incident many times in my roles as both therapist and parent. Perceptions change about the "truth" or size of something, even if the thing itself has not changed. The questions being raised about organizational aspects of the ITAA (discussed throughout this issue of *The Script*) are an excellent example of this phenomenon. Another splendid instance is the Major International TA Conference (MITAC), to be held this August in San Francisco. Its participants are to consider how Eric Berne's work influenced their thinking, and how they in turn may have changed his original ideas. More intriguingly, they are asked to consider how time has influenced what they originally presented and how they think of their earlier work today.

The tacit acceptance that perceptions and beliefs change over time is not a radical concept, nor is it one unique to members of the TA community, but many people in this organization are shaken to discover that something has changed when they were not aware of the process. It is an extraordinarily helpful reframing to consider that "new wine" can indeed be harvested from "old roots."

Note: We have received a number of wonderful letters, which we unfortunately do not have room to print in this issue. We look forward to sharing them with you in coming *Scripts*. □

The Script

The Newsletter of the International Transactional Analysis Association
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Ad Size	Rate	Width	X	Height
1/16 Page	$50.	2" (5cm)		3"(7.6cm)
1/8 Page	$90.	4-1/2"(11.5cm)		3"(7.6cm)
1/4 Page	$170.	4-1/2"(11.5cm)		6"(15.2cm)
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1/2 Page	$330.	9-1/4"(23.5cm)		6" (15.2cm)
		4-1/2"(11.5cm)		12-3/4" (32.4cm)
9/16 Page	$370.	6-3/4"(17.2cm)		9-1/4"(23.5cm)
Full Page	$625.	9-1/4"(23.5cm)		12-1/3"(32.4cm)

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Summary of the Aruba Board Meetings

Many issues of great importance to the Association were discussed by the board in Aruba and are highlighted elsewhere in this issue, including the EATA affiliation situation (page 1), the expected building sale (page 1), and the dissolution of the Canadian TA Association (page 8). In addition, there will be an article in the next *Script* about revisions of the ITAA bylaws.

Affiliate Council and Affiliation Negotiation/Review: Robert Massey reported on the four Aruba meetings of the Affiliate Negotiation/Review Committee, which were chaired by Mary Ellen Frost at the request of chair Maryln Crossen. The two affiliation agreements on the agenda were with EATA and USATAA. The discussed affiliation negotiations related to CATA, EATA, USATAA, and the ITAA. The fourth affiliated association, ICTA, did not send a representative and had no business on the agenda.

EATA Affiliation Review: EATA representatives came to Aruba with the goal of reducing EATA dues paid to the ITAA. Representatives of the ITAA came with the goal of increasing EATA dues. The EATA argument was based on the principle that EATA should not pay more than 25% of its "disposable" income (excluding publications, which are self-supporting) to the ITAA (they are now paying 42%). The ITAA argument was based on the desire to redefine affiliate member dues formulas so that overhead and administration expenses are shared more equitably among direct and affiliate members (currently EATA represents 69% of the ITAA membership, but pays only 29% of the costs of running the association [excluding publications, which are self-supporting]). Much time was spent discussing these positions (see Frost's letter, page 1.)

Massey reported that participants in the negotiations experienced great sadness, some anger, and some confusion at the impasse (see Massey letter, page 8). Van Beekum added that there was also a sense of relief at having arrived at a decision. Massey presented a motion drafted in collaboration with EATA representatives Mary Cox and Erich Hartmann, the text of which reads:

Renegotiation of the EATA/ITAA Cooperation Agreement did not bring us together. In the face of the impasse, there is a provisional notice from EATA to stop affiliation according to the agreement of 1992. If agreement cannot be reached by August 31st, then affiliation will cease on December 31st, 1995. Meanwhile, we recommend that both sides enter into new negotiations from a position of having examined their respective budgets and having explored cooperative options for ways to come together.

This motion calls for EATA to pay dues for 1995 while we seek ways to resolve the impasse. One of the ways we plan to seek resolution is by preparing a more precise budget.

USATAA Affiliation Negotiation/Review: USATAA is ready to enter "Phase II" of the affiliation with the ITAA and proposed new practical and financial arrangements. These had to wait until EATA renegotiated its agreement in order to achieve clarity on the board's decision regarding the financial principles involved. Board members who reviewed the proposal approved it, and on their recommendation, the entire Board approved the proposal, subject to the treasurer's revisions, to go into effect in 1996.

"Participants in the negotiations experienced sadness, anger, and confusion."



Designated Conferences Schedule:
- March 24-27, 1995, Singapore—theme: "Building Bridges"; hosts: Singapore TA Association.
- March 14-16, 1996, Amsterdam—theme: "Advanced Working Conference on Ego States"; hosts: IAS International, The Netherlands, and INITA, Germany.
- August 12-18, 1996, Calgary—theme: "Spirituality and TA"; hosts: local conference organizing committee chaired by Bob McLeay, Calgary TA Group.

Early 1997, South Africa—theme: "Transition and Transformation"; hosts: the South African TA Association, with the local host group represented by Sandy McDonogh. The group would like to hold the conference in Kruger National Park, a game reserve.

Grants Announced: The Fund Distribution Committee (Scholarship Grant Fund and Eric Berne Fund for the Future) announced the following EBFF grants for 1995:

1. $2,970 to the Bronx Community College for the project "Transactional Analysis and Workplace Literacy," by Dr. J. Juechter.
2. $1,000 to Iliff School of Theology to hire a TA trainer, by Ruth Blount.
3. $600 to the EATA Development Committee for the establishment of two complete sets of *TAJ*s plus two years' subscriptions for two countries in Eastern Europe, by John Parr.
4. $2,200 to Alan Jacobs for conducting TA training in Russia and Lithuania. (This grant was added after the Aruba meeting.)

Aruba Conference Report: Over 277 registrations were taken on site, and conference profit was over $14,000. This was the first ITAA conference to offer English-Spanish interpretation for every event, made possible by a team of interpreters coordinated by Ana Tholenaar of the Dominican Republic and including Patricia Rincon, Susana Ifland, Nancy Clarke, and Carmen Nina-Curt. Translation made the conference much more accessible to Latin Americans, increased the international image of the ITAA, and demonstrated support for the conference co-sponsor, ALAT. The combination of fee reductions, translation, and the availability of lower-cost housing attracted 106 Latin Americans to Aruba, including 41 from Brazil, 17 from Mexico, 14 from Venezuela, and 14 from Puerto Rico.

ITAA Membership Directory: Many USA members complained that the elimination of state-by-state listings in the USA section of the new directory makes it difficult to use it for referrals. Some experience this as a loss in the value of an important member service. ITAA President Servaas van Beekum suggested that we take this opportunity to rethink the purpose of the directory and to consider revising it to include fax and e-mail numbers. An ad hoc committee was charged with collecting information about a new concept for the membership directory and presenting it to the board in Singapore.

Dues Increase: The last increase for direct member dues was in 1992. To offset the budgeted deficit, the board approved a modest $5 increase on *TAJ* subscriptions (a 13% increase) and a 2% increase for all direct member categories, rounded up to the next dollar. There is no increase for affiliate dues.

New Logo Design: Vice President of Development and Chair of the Corporate Identity Committee Matthias Sell displayed a new logo idea for the ITAA. The board has not yet approved the new stationary design, but it will be under consideration until the March 1995 board meeting.

Organizational Membership: The board approved the concept of organizational membership in the ITAA with details to be decided upon at the Singapore board meeting. □

First Major International Transactional Analysis Conference



7-13 August 1995
Hotel Nikko

San Francisco, California

California wine originated from ancient European vines imported to the fertile valleys near San Francisco in the 19th century. France, shortly afterward, suffered a blight, but because California's soil had given nourishment to offshoots of the French vines, new vines could be grafted to reestablish vineyards in France. To this day the vines of both areas are of superior quality, having thrived via a culture of continued growth and mutual enrichment.



Over 35 years, transactional analysis has taken a place as a major psychotherapy. Those of us who were part of the foundation or roots of TA have seen it go through many changes. Some of us have encouraged the development of branches of our own, and others have nurtured a deepening of Eric Berne's original, intuitive thinking. But all of us have brought to TA our own unique way of viewing life, and we have all been transformed by Eric Berne!

Support Groups: Evening meetings offer the chance to be a part of a mini-community and to have a home base in which to share yourself and your conference experiences. This is not a place for therapy, but for mutual contact and support. Fun! No fee! Thursday and Friday, 5:45-6:45pm; Saturday, 7-7:45pm.

The First Major International TA Conference in San Francisco offers us a time to connect with each other in a very personal way. There will be institutes to explore how early theory has been modified by time, events, and life experiences. We will have a variety of workshops to experience what other people are doing. Our keynote speakers will inspire us and send us back to our professional lives renewed.



Fisherman's wharf

This historic conference will provide a forum for sharing, thinking, and enjoying the process of learning. As Eric wrote, when two people come together, "the possibilities are endless."

Gaylon Palmer, MSW, USA
Conference Chairperson

San Francisco: Hailed by many as America's most exciting city, San Francisco is charming, colorful, and dynamic. Attractions include the Civic Center, the Opera House, the new Yerba Buena Cultural Center, the Museum of Modern Art, Twin Peaks, Golden Gate Park with the De Young Museum, aquarium, conservatory of flowers, Japanese tea garden, rose garden, and even a field of buffalo! Also plan to visit San Francisco's diverse neighborhoods—North Beach, Nob Hill, China Town, Union Square, Japantown—or simply come to behold the Pacific Ocean, Golden Gate Bridge, and Alcatraz Island.

Conference Language and Translations: English is the official language of the conference, but in most time slots there will be at least one workshop translated into Spanish and one into Japanese. There will also be translation of many of the larger events.

• **El idoma oficial del Congreso** será el inglés. Varios talleres estarán traducidos del español al inglés e inglés al español.

会議使用用語：
会議の公式用語は英語ですが、いくつかのワークショップは日本語の通訳がつき、資料の中には邦訳されているものもあります。

Who Should Attend the Conference? All are welcome, including professionals from every field: mental health, business, education, medicine, religion, and industry.

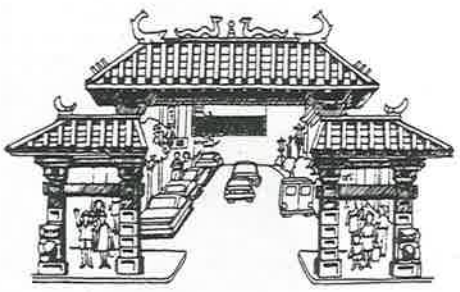
Conference Hotel: The Hotel Nikko is just two blocks from Union Square and one block from the cable cars, with additional public transportation nearby. Use the reservation form on page 6 or contact: Hotel Nikko, 222 Mason Street, San Francisco, 94102; phone: 415-394-1111; fax: 415-394-1179. Room Rate: $120.00 single or double, plus 12% city tax.

Alternate Accommodations: For a list of low cost options near the Hotel Nikko, contact the San Francisco Convention Bureau, PO Box 429097, San Francisco 94142-9097, USA; phone: 415-391-2000.

Special Interest Groups: The Men's and Women's Caucuses will meet, and there will be time for many other special interest groups as well.

Social Program

* **Early arrival, warm-up party,** Tuesday.
* **Opening night party,** Wednesday, with welcome and awards given by ITAA President Servaas Van Beekum followed by the Grand Opening and a cocktail party.
* **Evening fun options,** Thursday (at extra cost, advance reservations required): (1) Motorized cable car tour of San Francisco, 8-10pm (dress warmly, cost: $20); SF Bay cruise, including dinner and dancing (cost: $65); Beach Blanket Babylon theatrical review, 8-11pm (cost: $28).
* **San Francisco Walkabout,** Friday. Wear walking shoes to walk to the new ITAA office and nearby "open houses" at the homes of Mary Goulding, Fanita English, and Ruth McClendon and Les Kadis. Approximately 4 miles round trip; taxis and maps available.
* **Gala banquet and dance,** Saturday ($40.00).



Chinatown Gate

Financial Aid: Group discounts of $25 per person for groups of five or more registering together are available. Also, the Scholarship Grant Fund is offering limited registration fee grants. Application deadline: June 1.

TA 101, with Bruce Loria, EdD, TSTA, therapist/trainer, Southampton, New Jersey, USA (and four other teachers from the USA, Europe, South America, and the Asia-Pacific region). Provides a foundation in transactional analysis, which is a theory of personality and communication, a method of psychotherapy, and a useful tool in helping organizations function effectively.

World of TA Breakfast Talks (8-8:45am, fee for breakfast)
Thursday 8/10: **Lucy Freedman,** MAT, CTA, USA, "Connecting"
Friday 8/11, **Robin Maslen,** MAASW, TSTA, Australia: "Respecting"
Saturday 8/12, **Norman James,** PhD, TSTA, USA, "Including"
Sunday 8/13, **Vince Gilpin,** MSW, TSTA, Canada, "Spiritual"



First Major International Transactional Analysis Conference
7-13 August 1995 * San Francisco, California

New Wine from Old Roots

Eric Berne Memorial Symposium: Transactional Analysis Theory and Practice



Jack Dusay *Muriel James* *Richard Erskine* *Fanita English* *Marilyn Zalcman*

Founding members discuss what they learned from Eric Berne, how they changed and refined Berne's original ideas in their writings, and how they would write those original ideas today based on how they have grown in the interim.

Wed., 8/9 8-9pm **Keynote Speech: Jack Dusay**, MD, TSTA, San Francisco, USA: "The Challenge: Psychotherapy at the Millenium"

Thurs., 8/10 9-10am **Keynote Speech: Muriel James**, EdD, TSTA, Lafayette, California, USA: "Self Reparenting: Its History, Development, and Confirmed Results"

10:30-12:30 **Experiential Workshops**
Muriel James, EdD, USA: "Procedure and Process for Using Self Reparenting in Groups"
Jack Dusay, MD, USA: "Redecision in Couples Therapy"
James Allen, MD, USA, Barbara Allen, LCSW, MPH, PhD, USA (with discussants): "The Role of Permission: Two Decades Later"
Martin Groder, MD, USA (with discussants): "Asklepieion and Marty Groder—Twenty Years After"
Gysa Jaoui, MA, France: "What Happens After Success?"
Octavio Rivas Solis, Mexico: "The Authentic Emotions, Cybernetic Mechanisms For Life"
Pat Crossman, USA (with discussants): "Permission and Protection in Perspective"
Pearl Drego, PhD, India: "TA as a Social Psychology"

Fri., 8/11 9-10am **Keynote Speech: Richard Erskine**, PhD, USA: "A Transactional Analysis Theory of Methods"

10:30-12:30 **Experiential Workshops**
Rebecca Trautmann, MSW, Richard Erskine, PhD, USA: "Inquiry, Attunement, and Involvement: The Application of Transactional Analysis Theory"
Mary Goulding, MSW, USA (with discussants): "Redecision Therapy"
Ellyn Bader, PhD, Peter Pearson, PhD, USA: "Couples: New Wine from Old Transactional Roots"
Morris Haimowitz, PhD, Natalie Haimowitz, PhD, USA: "What We Learned and What We Are Doing Now"
Emily Ruppert, MSW, USA: "Carpe Diem"
Vann Joines, PhD, USA: "Using Personality Adaptations as a Guide To Treatment"
Alain Crespelle, France: "Role, Ego, and Self"
Alan Jacobs, CSW, USA (with discussants): "TA as Social Psychology"

Sat., 8/12 **Keynote Speech: Fanita English**, MSW, USA: "Rackets, Racketeering,

Conference Overview

Mon. 8/7	Institutes ($) TA 101 ($)
Tues. 8/8	Institutes ($) TA 101 ($) Early-Bird Party
Wed. 8/9	Institutes ($) BOC Exams Keynote Speech Opening Event/Party
Thur. 8/10	Breakfast Talk: "Connecting" ($) Keynote Speech Eric Berne Memorial Symposium Workshops/Panels/Papers TA Support Groups Optional Evening Tours ($)
Fri. 8/11	Breakfast Talk: "Respecting" ($) Keynote Speech Eric Berne Memorial Symposium Workshops/Panels/Papers TA Support Groups San Francisco Walkabout
Sat. 8/12	Breakfast Talk: "Including" ($) Keynote Speech Eric Berne Memorial Symposium Workshops/Panels/Papers ITAA Membership Meeting Gala Banquet ($)
Sun. 8/13	Breakfast Talk: "Spiritual" ($) Keynote Speech and Panel

Conference Institutes

There will be 14 all-day institutes ($90) and 2 half-day institutes ($50).

MONDAY 7 AUGUST 1995

Landy Gobes, MSW, TSTA, private treatment/training practice, Connecticut, USA: "Psychotherapy with the Parent Ego State." Gobes will teach the theory that supports this technique, discuss treatment planning, and demonstrate by working with volunteers.

Isabelle Crespelle, MA, TSTA, private treatment/training practice with broad experience working in Eastern Europe, and **Alain Crespelle**, Paris, France: "Trans-Script and Family Secrets." Theoretical discussion, illustrations, exercises, and a questionnaire about how family secrets affect scripts through generations and how to deactivate transgenerational scripts.

Mary Cox, MEd, TSTA, EATA President, psychotherapist and organizational consultant, Cumbria, England: "Healing Splits: An Integration of TA and Object Relations Theory." Reconnects TA with its roots in psychoanalytic models, including objects relations, and demonstrates through discussion and exercises the gains possible when intrapsychic, interpersonal, and systemic splits are integrated.

Bernardo Aguilera Ballesteros, Doctor en Derecho y Economía, Psicólogo, Parapsicólogo, TSTA, Ex-Presidente y Miembro Didacta de AVAT y ALAT, Caracas, Venezuela (en español): "Areas de Conflicto en la Pareja." Se presentarán estrategias para resolver y prevenir conflictos en las principales áreas de convivencia.

George Kohlrieser, PhD, TSTA, trainer/consultant and founder/director of Shiloah USA and Shiloah Europe, Dayton, Ohio, USA, and **Frederick Mautsch**, CTA, trainer/consultant and founder/director of IPO, Cologne, Germany: "Managing Organizational Systems: A New Focus on Leadership." Using TA, attachment and separation theory, and systems theory to view organizations as living social systems and the effective manager's role in them.

TUESDAY 8 AUGUST 1995

Frances Bonds-White, EdD, TSTA, AGPA Fellow and full member of the Group Analytic Society (London), Philadelphia, USA, and **Bill Cornell**, MA, TSTA, Clinical Member of AGPA, author on TA treatment/supervision, Gibsonia, Pennsylvania, USA: "Putting the Group Back in TA Groups: Integrating Individual and Group Processes in TA Group Psychotherapy." Demonstration of the use of leader interventions at individual, interpersonal, and whole group levels and how transactions, games, and discounts contribute to or hinder the work of the individual and the group.

Diana Shmukler, PhD, TSTA, England and South Africa: "An Appropriate Psychotherapy for the 90s: Integrative, Developmental Transactional Analysis." Raises some of the central issues in psychotherapy and looks at how an integrative approach to TA views them.

Brenda Bary, PhD, CTA, private practice near Philadelphia, USA, and **Fred Hufford**, MA, CTA, private practice, Charleston, West Virginia, USA: "The Reasons People Stay Stuck in Script—And How to Help Them Get Unstuck." Didactic and experiential work to elaborate on Berne's six reasons and adds a seventh (involving a physiological component) for why people stay stuck in script.

Julie Hay, MPhil, TSTA, organizational consultant/trainer, past-president of EATA and the ITAA: "Donkey Bridges from Past to Present." Donkey bridges are ways we make messages memorable (jokes, similes, etc.). Explores how to use donkey bridges to make TA more accessible, appealing.

Barbara Hibner, MD, TSTA, lived/worked in Mexico training psychotherapists in group and family therapy, California, USA (en español): "Analisis Transaccional para Psicoterapia en Grupo." En este taller experiencial, los participantes tendan la oportunidad de elaborar y analizar sus propios libretos de vida con los mandatos, los contra-mandatos, la poicion existencial, los sentimientos negativos cronicos, las decisiones tempranas, y los juegos psicologicos.

WEDNESDAY 9 AUGUST 1995

Josephine Lewis, PsyD, TSTA, USA, and **Mark Wise**, PsyD, USA: "Cultural Oppression."

Thomas Weil, TSTA, psychotherapist, Institute for TA and Integrative In-Depth Psychotherapy, Kassel, Germany: "Narcisistic Disorders—Theory and Treatment by an In-Depth and Relationship-Oriented Approach to TA." Discusses the development, characteristics, and consequences of narcissistic disorders as well as the possibility of cure through a therapeutic I-You relationship.

Sat., 8/12 **Keynote Speech: Fanita English,** MSW, USA: "Rackets, Racketeering, Episcripts, and Existential Patterns: Development and Review of Concepts"
9-10am
10:30-12:30 **Experiential Workshops**
Fanita English, MSW, USA: "From TA to Existential Pattern Therapy"
Kozo Rokkaku, MD, Japan: "Fairy Tales and Redecision"
Pamela Levin, RN, USA (with discussants): "Transactional Analysis in Illness and Healing"
Steve Karpman, MD, USA: "The Drama Triangle and Theory Making Since Eric Berne"
Eric Sigmund, MA, USA: "The Rules of Abuse and Depression—And How to Break Them!"
Carlo Moiso, MD, Italy: "From Ego States and Transference to the Concept of Setting in Transactional Analysis: Reviewing the Healing Relationship"
Claude Steiner, PhD, USA: "The Scripting and Liberation of Power, Love, and the Emotions"
Ruth McClendon, MSW, Leslie Kadis, MD, USA: "Redecision Brief Therapy"

Sun., 8/13 **Closing Speech & Panel: Marilyn Zalcman,** MSW, USA:
9-11am "Taking TA into the 21st Century." **Gaylon Palmer,** MSW, USA, panel facilitator.
Discussants: **James Allen,** MD, USA; **Charlotte Daellenbach,** New Zealand; **Rosa Krausz,** PhD, Brazil; **Georg Pelz,** Germany.
11-11:30 **Closing Event** with **Servaas van Beekum,** drs., The Netherlands, ITAA President

8/13 Keynote Speech and Panel
Closing Event

($)=extra fee required

Jean Illsely Clarke, MA, PTSTA, Minneapolis, USA: "Looking at TA Leadership Skills in a New Way: How 1+1+1=15 or 87." Looks at participants' understanding of and skill at using the concepts of group imago, three functions of leadership, egograms, and the three Ps (potency, protection, permission) and considers these in terms of leadership style and effectiveness.

Sari van Poelje, drs., CTA, lecturer in human resource science, University of Tilburg, director of counsulting/training firm, The Netherlands: "The Art of Organizational Development." Discusses how to find a balance between organizations and their environment in terms of internal consistency and external congruence.

Half-Day Institutes

Robert Massey, PhD, CTA, Professor of Professional Psychology and Family Therapy, Seaton Hall University, and **Adriana Balguer Dunn,** PhD, Assistant Professor of Professional Psychology and Family Therapy, Seaton Hall University (en español): "Un Dialogo Preliminario sobre la Integracion de los Perspectivos Systemicos y de Analysis Transaccional en Terapia con Familias y Parejas." Una revista sobre las terapias de familia multigeneracional de Bowen y estructural de Minuchin, exploraremos las comparaciones y diferencias entre esos perspectivos y la teoria y practica de analysis transaccional.

Mary Goulding, MSW, TSTA, co-creator of redecision therapy, co-founder of WIGFT, EBMSA winner, San Francisco, USA (en español): "La Terapia de Redecision." Voy a demonstrar la terapia de redecision con miembros de la audiencia y entonces de Diego, Hibner, y yo estaremos dispuestas a contestar las preguntas sobre el trabajo.

WORKSHOPS

Thursday, 8/10, 2:30-5pm (2-1/2 hrs.)
Sharon Kalinko, MA, South Africa: "Shame and Symbiosis in Group Therapy"
Graham Barnes, PhD, Sweden: "A Transactional Analysis of the Evolution of Concepts and the Evolution of Transactional Analysis Concepts: The Evolution of Theory *Within* TA and *of* TA Theory"
Gloria Noriega, MA, Emilio Said, MD, Mexico: "Ego State Boundary Problems"
Carole Gesme, MA, USA: "New Fruit for the Wine: The Use of Psychoeducational Groups"
Birger Gooss, MD, Germany: "25 Years Later: An Outpatient Treatment Program for Psychotic Patients"

Thursday, 8/10, 2:30-3:50pm (1 hr. 20 mins.)
Conchita de Diego, PhD, Spain: "Today, If You Wish, You Can Change Aspects of Your Life"
Patricia Allen, PhD, USA: "Androgenous Semantic Realignment (ASR): A Way to Bring Carl Jung's Work to Transactional Analysts"
Dolores Munari Poda, Italy: "Script, Children, Television, and Creative Resources: A TA Reading"
Dr. Werner Vogelauer, Austria: "Organizational Culture and Script"
Yoshi Moronaga, Japan: "Understanding Beyond Stereotypes—Japanese and American Perspectives"

Thursday, 8/10, 4:10-5:30pm (1 hr. 20 mins.)
Gordon Hewitt, MSc, PhD, New Zealand: "Cycles of Psychotherapy"
Mavis Klein, BA, England: "Pain and Joy in Intimate Relationships"
Maria Bani Petrovic, Yugoslavia: "The Creative Use of TA in Crises"
Matthias Sell, MA, Germany: "Supervision"
Takanori Ishiyama, Japan: "TA and the Shoringi Martial Arts of Zen Buddhism"

Friday, 8/11, 2:30-5:30pm (2-1/2 hrs.)
Michal Conant, PhD, USA: "Dreams, Secrets, and Your Body"
Janice Barkley, MA, USA: "The Dance of Relationship"
Joan Casey, MSW, USA: "Boundaries: Where You and I Meet—The Development, Destruction, and Creation of Healthy Boundaries"
Kenji Suganama, MA, Japan: "Redecision by Making One's Own Comics"
Rita Justice, PhD, Blair Justice, PhD, USA: "Changing Abusive Scripts: Redecisions and Resilence in Abused Children"

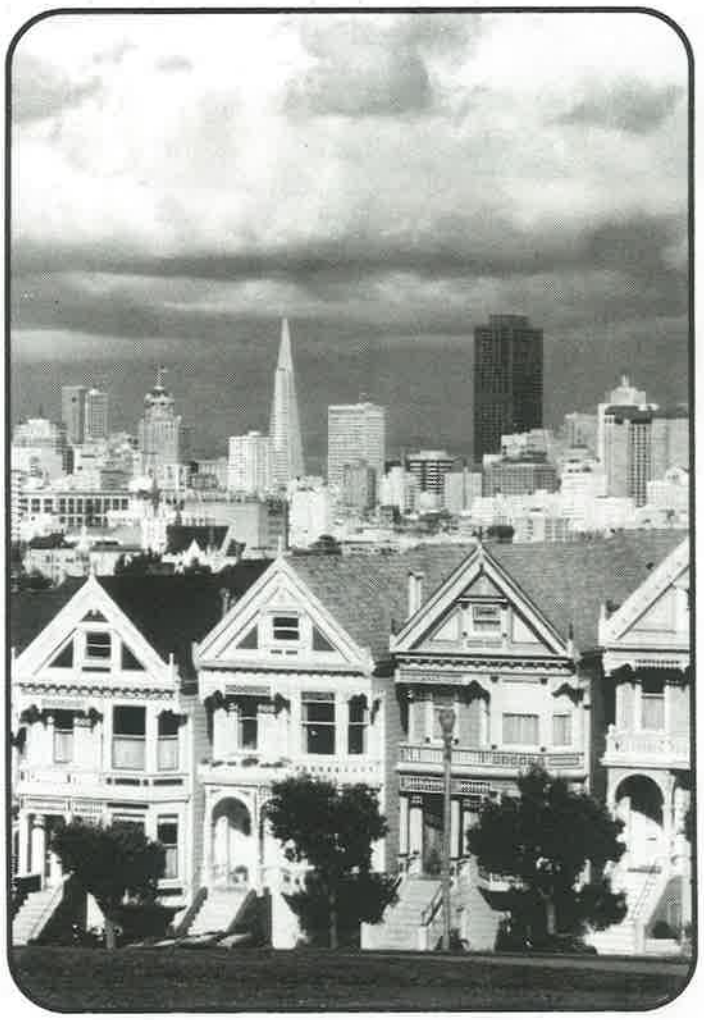
Friday, 8/11, 2:30-3:50pm (1 hr. 20 mins.)
Christine Lister-Ford, BEd, England: "Attachment and Suicide: New Perspectives on an Old Problem"
Sharon Davis Massey, PhD, USA: "Whose Problem Is It? How Can We Fix It?"
Bruce Loria, EdD, USA: "Pruning the TA Vine: Relevant Theory for the Third Millenium"
Nelida Gomez, MBA, USA: "The Quality of Communication in Organizations"
Nobuyuki Shinozaki, MA, Japan: "Developing a Questionnaire on Drivers" (50 mins.)

Friday, 8/11, 4:10-5:30pm (1 hr. 20 mins.)
Laurie Weiss, PhD, Jonathon Weiss, PhD, USA: "Hungry Hands: Art for Healing's Sake"
Jonathon Wagner, MDiv, USA: "New Wine From Old Roots"
Marye O'Reilly-Knapp, DNSc, USA: "The Silent Voice"
Leonard Campos, PhD, USA: "Application of TA Redecision Therapy with Incarcerated Youth"
Susan Legender Clarke, DC, Mary Sleeth Paananen, RN, BSN, USA: "Straight Talk for Fast Results: Moving Beyond Symbiosis into Autonomy"
Tineke Einthoven, France: "What Do You Say Before You Say Farewell?"

Saturday, 8/12, 2:30-5:30pm (2-1/2 hrs.)
Panel Presentation, Dialogue on Theory: "Los Diez Instrumentos and Other Perspectives on Transactional Analysis" with Carlos Arvide, Elisa Lion, Robert Massey, and Nelly Micholt. Moderator: Gloria Noriega.
Bea Conroy, South Africa: "The Gogga Theory: Fairy Tale as Metaphor in the Script Dilemma—The Power of Magic in the Child Ego State"
Pam Dickson White, MA, USA: "Experiential Groups Revisited—Redecision Therapy in Motion"
Julie Anne Hewson, BA, Dips.W., England: "What Do You Say Before You Say Goodbye"
Laurie Kahn, MA, USA: "Proceed with Caution, or How Therapists Retraumatize Their Clients and How Clients Traumatize Their Therapists"
Phillis Unger Hiller, MS, USA: "Presenting Creatively Effective Musical Tools Enhancing Psychotherapy With Children"

Saturday, 8/12, 2:30-3:50pm (1 hr. 20 mins.)
John Tyler, MA, JD, Natalie Tyler, MA, PhD, USA: "PAIRS: Practical Application of Intimate Relationship Skills"
Barbara Traynor, BA, Dip. Couns, England: "Our Sense of Humor: Friend or Foe?"
Geraldine Lakeland, New Zealand: "Sex, Fairytales, Fantasies, Dreams, and Scripts"
Jutta Kreyenberg, Germany: "The Lag Between Organizational and Personal Change"

Saturday, 8/12, 4:10-5:30pm (1 hr. 20 mins.)
Lyman Rigby, MA, USA: "Community Therapy and Social Change"
John Gladfelter, PhD, USA: "Imagery in Redecision Therapy"
Barton Knapp, PhD, and Brenda Schaeffer, MA, USA: "Sexual Addiction and Sexual Compulsivity"
Claudie Ramond, France: "TA and its Existential Roots" (40 mins.)
Reesa Abrams, MA, USA: "Redeciding the Education Paradigm" (40 mins.)



Continuing Education: The Training and Certification Council of Transactional Analysts carries CEUs at the rate of one unit per one contact hour for workshop participation. The ITAA is also accredited by the National Board of Certified Counselors as an approved provider of continuing education.

Connector Area: For those who prefer quiet conversation, networking, and international exchange, the connector area will be available each evening with friendly local volunteers.

Childcare: No official program offered. Contact Elizabeth Ott at ITAA headquarters for babysitting options.

Exams: Board of Certification exams, Wednesday, 8/9. The Training Endorsement Workshop will be offered Monday, Tuesday, Wednesday, 8/

About the ITAA: The International Transactional Analysis Association (ITAA) is a nonprofit educational organization established to investigate and promote the use of transactional analysis in psychotherapy, education, business, and other fields of human interaction. The ITAA is also the professional association of those certified as competent practitioners of TA. The ITAA has 7,000 members in 60 countries. Membership is open to all who have an interest in and a commitment to support the goals of TA. Membership benefits include the *Transactional Analysis Journal* (quarterly), *The Script* newsletter (9 x per year), the International Membership Directory, and reduced prices on the annual conference.



Cable Car

ITAA CONFERENCE HOTEL RESERVATIONS

Reservation Deadline: 10 July 1995. (After 7/10/95 there is no guarantee on room rate or rooms available). Note: August is high season in San Francisco; please make your reservations early.

Name(s): _____

Address: _____

City/State/Province: _____

Zip/Postal Code/Country: _____

Telephone: _____

Fax: _____
(please include country, city, or area codes)

Arrival Date: _____ Departure Date: _____

No. Rooms Required: ____ Special Requests: _____

Room Rate (plus 12% city tax): $120 per room, single or double

To confirm your reservation, a check for your first night (payable to Hotel Nikko) or credit card information is required. The one-night deposit will be retained if your reservation is canceled after 9 August 1995.

Credit Card Name/No: _____

_____

Exp. Date: _____

Card Holder Name: _____

Signature: _____

Please fax your completed reservation to 415-394-1179 or mail to Hotel Nikko, 222 Mason Street, San Francisco, CA 94102; phone: 415-394-1111.

hotel nikko
san francisco



Union Square

CONFERENCE REGISTRATION

(One form per registrant. Please type or print; keep copy for your records)

Full Conference Registration includes: 3-1/2 program days, opening event, coffee breaks, and administrative expenses. Guest Package includes: keynote speeches, opening event, and coffee breaks.

Three Ways to Register

By Mail: SF Conference/ITAA
450 Pacific Ave., Ste. 250
San Francisco, CA 94133-4640, USA

By Fax:
415-989-9343

By Phone:
415-989-5640

Name (first/middle/last): _____

Address: _____

City/State/Postal Code: _____

Telephone: _____ Fax: _____

Registration	**Before July 10**	**After July 10**
ITAA Member*:	[ ] $265	[ ] $275
Nonmember:	[ ] $285	[ ] $295
One-day registration	[ ] $125	[ ] $125
Guest package	[ ] $ 99	[ ] $ 99
TA 101	[ ] $ 75	[ ] $ 75
Group discount	[ ] deduct $25 each before July 10	

*ITAA Associate Membership: Join now, pay member registration fees [ ] $62

Sub-Total Registration/TA 101 Fees = $ _____

All-Day Institutes ($90 each)
Monday: [ ] Gobes [ ] Crespelle & Crespelle [ ] Cox [ ] Kohlrieser & Mautsch [ ] Aguilera
Tuesday: [ ] Bonds White & Cornell [ ] Shmukler [ ] Bary & Hufford [ ] Hay [ ] Hibner (en español)
Wednesday: [ ] Lewis & Wise [ ] Weil [ ] Clarke [ ] Van Poelje

Half-Day Institutes ($50 each)
Wednesday: [ ] Massey & Dunn (en español) [ ] Goulding (en español)

Sub-Total Institute Fees = $ _____

Breakfast Talks ($20 each or $60 for four, breakfast included)
[ ] Thursday [ ] Friday [ ] Saturday [ ] Sunday

Sub-Total Breakfast Talk Fees = $ _____

Special Events (Note: Preregistration deadline for these events: July 10)

[ ] Bay Cruise/Dinner, Thursday, 8/10	# _____	x $65 = $ _____
[ ] Cable Car Charter, Thursday, 8/10	# _____	x $20 = $ _____
[ ] Beach Blanket Babylon, Thursday, 8/10	# _____	x $28 = $ _____
[ ] Gala Banquet, Saturday, 8/12	# _____	x $40 = $ _____
[ ] Childcare for (#, ages): _____		($ to be determined)

Sub-Total Special Events Fees= $ _____

TOTAL AMOUNT ENCLOSED = $ _____

Payment in US dollars only. Checks must be drawn from a US bank.
[ ] Check enclosed [ ] Visa [ ] Mastercard

Card#: _____ Expir. Date: _____

Signature: _____

Cancellation Policy/Refunds: Full fee is refundable (minus a $40 administrative fee) if cancellation is received in writing by 10 June 1995. After 10 June a $100 penalty applies. After 1 August 1995 there will be no refunds.

New Wine Old Roots

WOW ! ! !

Two Workshops at Lake Tahoe ! ! !

July 30 - August 4, 1995

THE INS AND OUTS OF WRITING FOR PUBLICATION

Leaders: Muriel James and John James

* * *

August 13 - August 18, 1995

INTEGRATING PSYCHOLOGY AND SPIRITUALITY

Leaders: Muriel James and John James

LOCATION: Modern condominiums on the south shore of the incredibly beautiful Lake Tahoe with swimming and sunset watching. Hiking, horseback riding, and hot-pool soaking in the high sierras close by, also several large casinos and great restaurants.

TO GET THERE: One-hour flight from San Francisco or Los Angeles or one-hour drive from Reno, NV or three and one-half hour, by car or bus, from San Francisco.

FEES: (Including double room, welcoming dinner, and workshop) $1,100 each workshop. 10% discount if deposit is received before May 10.

DEPOSIT: Send $200 deposit to:

Muriel James, P.O. Box 356, Lafayette, CA 94549.

Phone: (510) 283-2352 Fax: (510) 283-6025

Integrative Psychotherapy Workshop

with

Richard G. Erskine, PhD

Rebecca L. Trautmann, RN, MSW

July 14-23 and/or August 18-27, 1995

Before and just after the international transactional analysis (MITAC) conference in San Francisco

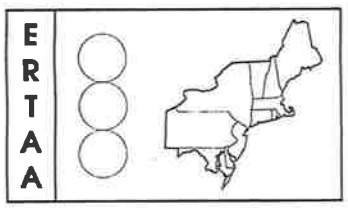
Both of these ten-day workshops will focus on the theory and clinical practice of Integrative Psychotherapy. Various methods of working within the therapeutic relationship will be taught and demonstrated and may include contact, inquiry, affective attunement, involvement and modes of empathy.

The workshop is for professionals in the mental health field who want personal work followed by an understanding of theory and clinical methods. An opportunity will be available to discuss specific cases from your own practice. A previous workshop is described in the book *Integrative Psychotherapy In Action* by Richard Erskine and Janet Moursund: 1988, Sage Publications, London and Newbury Park, CA.

Cost: $1900.00 tuition, room and meals included.
Deposit: $450.00 non-refundable.
Location: Near New York City at the Old Chestnut Inn, with spacious grounds, gardens and swimming.

The Institute of Integrative Psychotherapy is approved by the American Psychological Association to offer continuing education for psychologists. The Institute for Integrative Psychotherapy maintains responsibility for the program. This activity is offered for 60 hours of continuing education credit. Other continuing education credits may be available upon inquiry.

Institute for Integrative Psychotherapy
500 East 85th Street, New York, NY 10028
(212) 734-5291



ERTAC '95

ANNUAL CONFERENCE OF THE
EASTERN REGIONAL TRANSACTIONAL ANALYSIS ASSN.
POCMONT RESORT AND CONFERENCE CENTER
BUSHKILL, PENNSYLVANIA
APRIL 27-30, (THUR.-SUN.) 1995

CONFERENCE THEME

SHARING EXCELLENCE:
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COMPETENCY

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EXECUTIVE DIRECTOR, SILVAN S. TOMKINS INSTITUTE

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3 meals/day, full recreation, social & fitness activities, childrens' program, nightclub, dancing. CHOICE OF ROOMS Cost range from $79 - 91 day pp. (Must Stay Two Nights)

HOTEL DETAILS & FULL CONFERENCE PROGRAM WILL BE SENT WITH YOUR REGISTRATION CONFIRMATION

TO REGISTER: SEND NAME, ADDRESS, PHONE & CHECK FOR $99 TO:
FRED CLARK, REGISTRAR
261 SPRING STREET • CHESHIRE, CT 06410

RICH PROGRAM

continued from page 1

sequence on seminal articles in the *TAJ*, articles that form the basis for questions on the clinical exam. In planning the scientific program for this conference, Richard called many of these authors and told them how he used their ideas in his training program. Being recognized for their work was pleasing to most and a surprise to some who had felt in some way discounted or forgotten over the years. Many of these people will be featured in San Francisco.

"The focus of these seminal thinkers in TA will be a revisiting of their roots."

The conference program is composed of four parts: institutes, breakfast meetings, keynote addresses, and workshops. The 16 institutes offer in-depth discovery and a thorough working-through of a specific topic. Most institutes will involve a formal presentation, a demonstration, and personal experience. These institutes are a great opportunity to learn a concept in depth and to observe some highly skilled transactional analysts practice their unique approaches. The four breakfast meetings are led by former ITAA presidents and will allow those in attendance to focus on the issues of "connecting," "respecting," "including," and "the spiritual" in the world of TA.

The five keynote addresses will be the initial focal point of the Eric Berne Memorial Symposium. The keynote speakers, all EBMSA winners, will both look back on the work they have done as well as look forward to the work of the future. The 24 workshops cover classic and current thinking. One special focus will be a daily workshop on transactional analysis as a social psychology. Another special feature is that some presenters will have discussants (one each from Europe/South Africa, Latin America, North America, and Asia/Pacific) which will enhance a cross-cultural and cross-organizational viewpoint. Other presenters will focus on experiential material. And some will do both!

The focus of these seminal thinkers (and doers!) in TA will be, in essence, a revisiting of their roots in both a phenomenological and futuristic manner. Whew! Their mission, in whatever form they choose, is to address the following questions: (1) What did I learn from Eric Berne? (2) How did I refine (or change) Eric's original thinking through my own work? (3) How would I rewrite those ideas if I were doing it now?

The twin challenge that this splendid conference will face is both to demonstrate how TA developed around the world as well as to consider how to bring it into the 21st century.

CHANGING TIMES

continued from page 1

Part of the struggle among USA members, both those within USATAA and those who are direct ITAA members, has been to find a system that would keep the ITAA the primary organization, with regional groups serving members more directly by programming needs on a local level.

Many direct members outside Europe and the USA also seem to have chosen direct membership over membership in their regional affiliate because they feel their primary loyalty and identity lies with the ITAA.

A Difference in Mind-Set

This difference became crystalized in several areas, the most concrete of which is dues. What portion of an individual's membership fee will remain with their regional and/or local organization? And what portion will go to the ITAA?

From the position of regional primacy, the region administers the fees and a portion is "given" to the ITAA. From the position of ITAA primacy, anyone can administer, but a certain amount is "retained" by the region to be distributed for local need. For instance, as discussed in Aruba, the percentage of EATA fees sent to the ITAA was based on the portion of an EATA member's fees actually given to EATA (the rest remaining with local organizations). The USATAA percentage was figured on the entire fee paid by an individual.

On the surface, these differences seem related to semantics and mechanics, but as discussions proceeded in Aruba, it became clear that there was a major difference in mind-set. Certified members in Europe might view the current arrangement as paying 100% of their dues, a percentage of which goes to EATA. Then EATA pays a percentage of what it receives to the ITAA. Thinking of it that

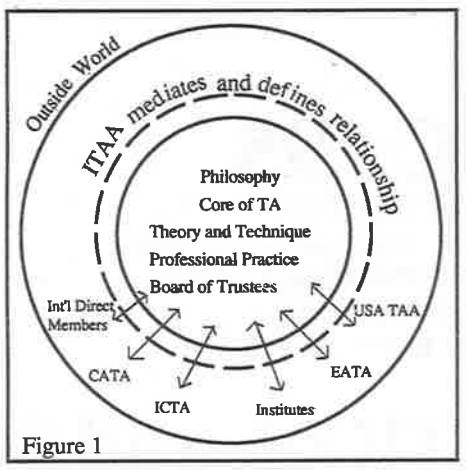

Figure 1

way, as an EATA member, 46% of monies go to the ITAA. However, actually, the amount the ITAA receives is less than 15% of that individual's total dues (equivalent to US$14 per EATA member to the ITAA).

USATAA members (once Phase II affiliation takes effect, proposed for January 1996) who view their primary membership as with the ITAA might see the arrangement as USATAA collecting the fees and distributing them as follows: a third to the ITAA, a third reserved for regional/state work as needed in the USA, and a third for USATAA programming. This translates on average to US$21 per member for the ITAA. If one region does not use its share, that amount remains available for total USA programming or in reserve. If one region needs more in a given year, it can be allocated from the general USATAA budget.

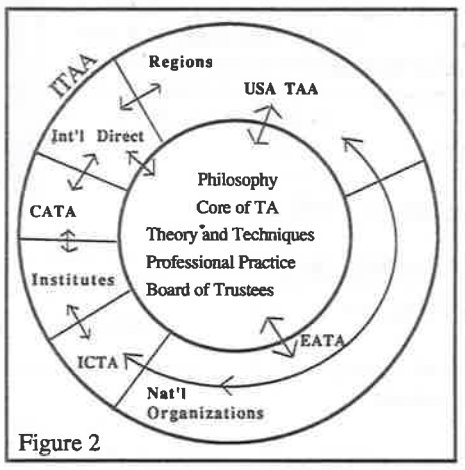

Figure 2

Common Ground Sought

In the past several years, the direct member fees have funded ITAA management and services. With USATAA affiliation, there is the potential for those monies to decrease. The affiliate committee asked ITAA Executive Director Susan Sevilla to prepare information about the cost per member to maintain office programming and staff. For 1995 that figure came to US$28. The goal of the ITAA is that each affiliate base its contract with the ITAA on that amount in some way. We already have in place TAlent rates to provide for real differences in income. USATAA's proposal averages out to US$21 per member; EATA's current contribution is US$14 per member, and their request was to reduce that figure each year for three years to US$7.

It is important *not* to see this difference as about money. It only becomes *concretized* in terms of money. The fundamental difference is about the nature of the organization we are to have in the coming decades.

It is crucial during the next few months, while the task group appointed by the Affiliation Review Committee works for reconciliation of these differences, that we all express our opinions about these matters. Perhaps there is another form for the organization that will better serve us all. Perhaps we can find common ground. Perhaps we need to support and develop TA in more separate ways.

What was clear to me in Aruba was that among those present there was a strong valuing of TA theory, training, and certification and the international connection in theory, networking, and personal relationships. There was also sadness about the impasse and a desire to find some way to continue effective relationships.

HELPFUL TECHNIQUES

continued from page 1

see how much participants can apply what has been taught and trainers are evaluated by participants on their effectiveness. This two-way assessment leads to productive interactions and greater involvement of trainers and trainees.

There are many useful ways to enhance such effective learning, including the use of humor and stories. An important objective in organizational TA training sessions is to provide substance and essence, not just form. For example, in teaching about the Adult ego state, use reasoning/thinking questions. For afternoon sessions use interactive games. Learning occurs when there is fun and involvement. Do the analysis and teach the concepts after the game.

It is important to practice what we preach about the "power being in the patient" and not to simply stand before a group as the expert and talk about what we know. Participants want not only to listen to what we have to say, but to see it. An effective training session uses not only markers and flip charts, but visual aids and graphics. Visibility and involvement are the cornerstones of effective presentations.

Another helpful tool is to engage all six senses of the participants. For example, encourage participants on their return to work to put coins in a pocket equal to the number of employees on their team. Every time they give an employee a stroke, they put a coin in a different pocket. At the end of the day they should have transferred all the coins. If they haven't, they should find out what went wrong.

"Learning occurs when there is fun and involvement."

It is also important to teach the positives. Participants want tools that enable them to get out of entrenched patterns. Strangely enough, many TA trainers unknowingly perpetuate ineffective behaviors via their training style.

Finally, to be a credible TA organizational trainer, it is advisable to have a basic management education. It is important to know how to tailor TA programs to the level of the participants, not to treat organizational training as if it were another TA 101 and not to overload programs with too many TA concepts. It is especially helpful if TA trainers can expand overseas; I strongly encourage Singapore TA trainers to travel to international conferences to take advantage of networking with people from many different countries and cultures.

Let's give participants their money's worth. A lively session filled with local examples, spiced with a few riddles, stories, fables, anecdotes, and interactive games will leave participants enriched as most of their senses are used. They will then become aware of their behaviors and the responses that these behaviors elicit.

K. Ramakrishnan, BSc, MSc, PTSTA and a Certified TA 101 Instructor, is principal consultant of RAMA's Consultancy. He can be reached at 785 Mountbatten Rd., Singapore 1543, Republic of Singapore; phone: (65) 3459217. □

CATA Dissolution Announced

The Canadian Association of Transactional Analysis (CATA) declared itself dormant at the end of 1994. The October 7 letter from Maureen Donlevy, CATA Membership Chair, stated, in part, "The Board of the Canadian Association for Transactional Analysis will take the necessary actions to end the organization by December 31, 1994. This will include actions to complete all business matters in Canada." She assured the ITAA that CATA will work with ITAA to fulfill all obligations until year's end and will help ensure that as many members as possible become direct members of the ITAA in 1995.

Donlevy cited as one reason for this move CATA's lack of leadership over the last several years. Unfortunately, this decision means that the ITAA/CATA affiliation must end. CATA has consulted the Canadian membership throughout this process, and the decision to end the affiliation was not taken lightly.

Ten Minutes a Year

Dear Editor:

At the recent conference in Aruba I experienced both profound joy and profound sadness. Along with many others I was very touched by the renewed and reinvigorated contact between Latin Americans and other ITAA members. I was also quite disappointed by the impasse between the ITAA and EATA. We all share ideals, values, theory, standards of practice, and a history of friendships. I hope that our common heritage and future possibilities of cooperation are more important to us that the cost of less than ten minutes of professional work per year—the time it takes to earn the equivalent of $6 (the monetary discrepancy between EATA and ITAA negotiators).

Robert Massey, ITAA Secretary