



Volume 5: Issue 3

Newsletter

October 2010

Welcome to this issue which contains a reminder of the IDTA Special Event on October 30th at Putteridge Bury near Luton, articles by Sarah Law describing how she has used some TA concepts during an organizational change project she was involved in, Lynda Tongue describing her recent trip to Poland to teach DTA to an enthusiastic group, and Bill Heasman updating us on his innovative on-line training seminar. Many thanks to all 3 of you for taking the time to share your experiences of working with Developmental TA.

Contents

| | | | |
|--|---|--|----|
| Future Event Dates | 1 | DTAweb's first broadcast—by Bill Heasman | 7 |
| Special Event 30 October 2010 | 2 | DTA in Poland—by Lynda Tongue | 7 |
| October Event—Full Workshop Programme | 3 | Using TA Concepts in an Organisational Change Context—by Sarah Law | 8 |
| The Launch of The Fluent Self Community Interest Company—by Anthea Harding | 6 | News from the IDTA Council | 10 |

IDTA Spring Conference

Time to get your 2011 diaries out for the **IDTA Spring Event**. We will be holding a one-day event on Saturday 7 May 2011 at the very scenic Bailbrook House

www.bailbrookhouse.co.uk, five minutes from Bath city centre. This is a great venue, with plenty of opportunity to enjoy the grounds and excellent views while networking and learning with your peers and friends.

The IDTA conference and events team are busy preparing the content and presenters for the day. So please put the date in your diaries and come and be one of our delegates or presenters on the day. Watch for more details as we update you with our plans for your spring DTA event. You will also find more information about this event on the leaflet table at the conference on Saturday 30 October 2010 in Putteridge Bury, Nr Luton.

I look forward to seeing you there!
Ros Soulsby
Chair of Events Committee

Forthcoming Events/Conferences

October 2011 IDTA Conference York

July 2011 TA World Conference in Bilbao, Spain

Feb 2012 European Organisational Conference in Zurich

October 2012 IDTA Educational Conference Cambridge

Further details of all conferences nearer the time.

Special Event 30 October 2010 : Inside Outside

Last chance to book—we have a few places left!

With the possibility of attending **free**—if you bring along 5 colleagues—and significant discounts apply also for bringing one, two, three or four colleagues! See below.

Putteridge Bury is an accessible—and delightful—venue. With easy access from London Luton Airport, plenty of onsite parking, and various places nearby to stay the night if you wish, this is a very convenient location that also specialises in being a conference centre (although they do host weddings too!).

Full programme details on following pages.

Why Inside-Outside?

The **Inside-Outside** theme of the event refers to the power of TA at range of levels, our intra-physic level (inside us), inside groups, inside organizations. Outside refers to what we can see is happening on the outside, and how that affects what is happening on the inside.

Our opening keynote speaker will be **Julie Hanson** Owner/Creative Director, The One Company Former MD Branding and Design, Brahm. Julie will be sharing her own experience of the effect and outcomes of applying developmental transactional analysis in one of the largest advertising agencies in the country.



Only £95 for the day, including lunch, refreshments and handouts.
IDTA, EATA, ITAA member discount 10%

- **Get a 10% discount if you bring a colleague or client! *And member discount also if applicable.***
- **Bring two colleagues or clients and get 30% total discount,**
- **bring 3 and get 50% total discount,**
- **bring 4 and get 75% total discount,**
- **bring 5 and get 100% - ONE FREE PLACE.**

Where member discounts apply your colleagues or clients can join IDTA at the time of booking your place.

And if you've already booked and paid for your place, you can still get the extra discount refunded if you introduce some more participants to the event.

Register Now - or go to our website www.instdta.org for the booking form or email us at admin@instdta.org

Using TA in a community context – Ian Wallace shares an experience

Some of you will doubt remember Ian Wallace, a long-time attender at IDTA events. Ian writes to tell us that he has become the 'traffic representative' on his local neighbourhood group and has used his TA tools to lead a local protest that has resulted in a replacement bus instead of a loss of the bus service.

Ian – we're sorry that physical limitations mean you won't be able to attend the next Event on 30th October and rest assured that we will be thinking of you on the day.'

Schedule of workshops 30 October 2010

- including some by facilitators and their clients on how they are using TA in practical ways as well as some by internationally-recognised TA trainers with experiences across a variety of contexts and cultures.

| | |
|--|---|
| 08.30 | Coffee and Registration |
| 09.00 | Opening Address and Orientation from IDTA Chairperson |
| 09.10 | Keynote Speaker: Julie Hanson |
| <p>Julie Hanson is the Owner/Creative Director of The One Company and the ex-MD Branding and Design, Brahm Introduced by Anita Mountain TSTA (Organisational and Psychotherapy).</p> <p>Julie will be sharing her own experience of the effect and outcomes of applying Transactional Analysis in one of the largest advertising agencies in the country.</p> | |
| 09.45 | Morning Workshops including coffee break 11.15 – 11.30 |
| <p>DTA and Positive Psychology – Julie Hay</p> <p>Developmental TA distinguishes the educational, organisational and counselling/coaching fields from psychotherapy. I will show how DTA and PTA need the same competencies but different working methods and how developing potential rather than curing pathology draws on all schools of TA but does so in ways that convert the various theoretical models into positive psychology.</p> <p>Julie Hay TSTA (Organisational and Educational) has been teaching TA around the world for over 25 years and currently runs DTA programmes in the UK, the Ukraine and Poland. She is the author of numerous books and articles on TA, NLP and supervision. Julie led the design and introduction of the Certificate and Diploma in DTA and is now director of the ICDTA – International centre for Developmental TA As well as being one of the founders and current Chairperson of IDTA.</p> | |
| <p>Family Systems and Their Role in Life Script Formation - Alexandra Piotrowska</p> <p><i>Boundaries, inclusion, exclusion, hierarchy, adaptation and autonomy – all these things we first learn in the family setting and these patterns continue influencing us throughout our lifespan.</i></p> <p><i>In this workshop we will look at the script formation process through the lens of the family systems theories. I will introduce Structural and Functional Family analysis and will present the 5 Family Personalities Model which I have developed based on the work of David Field We will link these to injunctions, games and life positions and discuss how this model can be used as a diagnostic and prognostic tool for teachers, coaches and in management training.</i></p> <p>Alexandra Piotrowska PTSTA (Psychotherapy). She has trained in TA and in Family Systems Approach. Alex has worked as a school counsellor in Poland and now runs a private practice in London working with individuals and couples, and also runs workshops. She has recently started a TA training programme in Poland.</p> | |
| <p>Text, Tract & Tent: Three of the Cons of Coaching in Organisations - Anita Mountain and Chris Davidson</p> <p>Although coaching often happens on a one-to-one basis, it is usually commissioned by an organization. The context of the organisation therefore needs to be accounted in the work. Without this, work with the coaching client can only be one-dimensional. There are also direct consequences for the contract and the content. Multi-party contracts are to be expected, and the organization's agenda will influence the content of sessions. This workshop will focus on this important aspect of the coaching relationship. We will provide some input, there will be opportunities for discussion, and an exercise.</p> <p>Anita Mountain TSTA (Organisational and Psychotherapy) is the founding partner of Mountain Associates. She works nationally and internationally providing training, coaching and supervision for a range of organizations. She is also a Fellow of the Institute of Training & Occupational Learning.</p> <p>Chris Davidson PTSTA (Organisational) has worked as a consultant and trainer for 18 years, and has been freelance for the past ten years. He has worked with both public and private sector organisations. His work has included team development, working with difference, change management and coaching. He is a partner in Mountain Associates.</p> | |
| 12.30 | Lunch |

Afternoon Workshops with tea break 15.00 – 15.15**Developmental TA for Managers to Act as Coaches in Organisations - Danielle Mizrahi**

In this workshop, I will describe how an extensive developmental program using TA concepts has contributed to the evolution of managerial culture and practices in a leading French Insurance Company.

I will explain how concepts embodied in the program, such as contracts, strokes, life positions, roles in the drama triangle and discounting have been translated into accessible applications for managers willing to be more involved in their direct reports development of skills and autonomy and act as coaches.

Importance of modelling coaching principles through the training process and ground rules will also be emphasised as a key factor of efficiency and consistency.

Danielle Mizrahi CTA (Organisational) lives in France (Paris) and works in Management Consulting, Training and coaching for private organisations and public services, at international level.

The Functional Fluency Model in Coaching and with Domestic Abuse Survivors - Bill Heasman and Jane Hicks

This session explores the ground breaking psychometric tool the Temple Index of Functional Fluency (TIFF) and how it can be used with transformational results. TIFF is derived from basic Transactional Analysis (TA) tenants and concepts and does not 'type' people - rather it provides a snapshot of the energy they put in to nine discrete modes of behaviour. We start by examining the Functional Fluency Model. Through this participants will gain valuable insights into their own use of the different modes. Then using case examples we examine how TIFF can be so successfully used for individuals and as part of a group.

Bill Heasman PTSTA (Organisational) is passionate about learning. He has 20 years experience of management and organisational learning. Currently he manages a team of Leadership and Management advisers in a large public sector organisation. Bill uses TA to inform much of his work and became a CTA (O) in 2003. He runs an online training business (www.dtaweb.co.uk). His passion for learning sees him take every opportunity to deliver training online, workshops, in conferences and training centres across the UK as well as in Romania and Ukraine.

Jane Hicks has been a licensed TIFF provider since 2006 and has delivered over 400 individual profile feedbacks. She believes passionately in using the Functional Fluency model to empower people to understand their behaviours and to take charge of making changes. Jane is now Company Secretary for The Fluent Self CIC (Community Interest Company) which aims to equip, encourage, empower and support its members, and other professionals, in the use of Functional Fluency and TIFF www.fluentself.org.uk She also runs her own business in Cornwall offering psychometric assessment services for personal and business development.
www.latenttalent.co.uk

How TA can Help an Internal Coach to be Potent and Keep Their Role in an Organisation - Pascale Theobald and Caroline Heim

We will present through concrete examples how to use organisational TA as an internal coach. How Caroline sees what TA brings her in her role: "It structures through solid theoretical concepts that I have learnt in my 2 year program to become coach. It also brings me flexible ways to make my interventions; addressing the individual aspect, the relationship and team work. I found the Ego States models, Drama Triangle, and 3P very relevant in my work with people". We will share with participants how we can use the organisational work of Berne to get the necessary distance while coaching and being in the organisation; by using Boundaries and Imagoes for instance.

Pascale Théobald – PTSTA (Organisational) is a consultant and coach, a Master in Communication (CELSA/SORBONNE) the Systemic Approach and Change Management (Hudson approach). She worked in operations management in the private sector, in France and abroad, for 10 years. Co-owner of a consultancy firm, Acteüs, she has conducted management training and has operated as a coach and consultant for the last 15 years. The sectors she has worked in include the service industry, automotive industry, grandes écoles (French equivalent of Oxbridge), insurance, laboratories, public sector and manufacturing SMEs. She is a Full Member of the Société Française de Coaching, of which she was vice president for 2 years.

Caroline Heim is team project leader and internal coach in a large transport company in France. After 12 years in IT Business, she joined Geodis where she developed her interest for strategic projects and became team project leader. She contributes to the development of management projects in the executive committee, as coach she works as well with individuals or teams. She trained coaches in the French Academy for coaching, and contributed as author in the writing of a collective book on coaching. She is MBTI, Certified Coach and Horse coaching accredited and is also a painter using this to enrich her management practices.

Closing Address

IDTA Annual General Meeting – all welcome



Triangle TA Academy

Developmental Transactional Analysis

Lynda Tongue (PTSTA – O) offers a variety of learning opportunities in Developmental Transactional Analysis through Triangle TA Academy.

Certificate and Diploma in Developmental Transactional Analysis programmes offered by the International Centre for Developmental Transactional Analysis work as a stand-alone qualification or as a route through to Certified Transactional Analyst.

Both the Certificate and the Diploma require attendance at workshops, a number of supervision and application hours and submission of assignments, an essay and a learning log. In order to accrue the application hours at a satisfactory rate, candidates must be working in the role of trainer, coach, consultant or facilitator.

Triangle TA Group (TTAG) delivers the Certificate and Diploma modules in a venue near Exeter. TTAG is a lively, friendly group which offers support, contact, development and the opportunity to be part of a community of professional practice. The qualifications are not compulsory, it is possible to attend the modules for personal development and supervision only. Anyone with an interest in understanding human behaviour, personal growth and development will find the modules useful.

TA 101 workshops will be delivered on the following dates:

Exeter: 15 and 16 November 2010 and 23 and 24 June 2011

Certificate in Business Coaching is a 21-day programme, delivered in 9 two-day modules, and 3 one days of supervision, and is designed for professionals who want to develop competence as coaches within a business context. Successful graduation from this programme will lead to a Practitioner Certificate in Business Coaching and will enable participants to apply for accreditation with the International Coach Federation through the portfolio application route. To graduate from the programme participants must attend all of the modules and supervision days.

This programme is due to start in February 2011.

TA Masterclass with Cathy McQuaid (TSTA – P) and Lynda Tongue (PTSTA – O): if you are preparing to write, or are writing, your written exam then this one-day masterclass is for you! An opportunity to share ideas, check out exam requirements, receive feedback on plans or drafts, find some energy to either start or finish, and to have your questions answered. Bring a draft of what you have accomplished so far, and leave with the motivation to submit!

The Launch of The Fluent Self Community Interest Company; a not-for-profit social enterprise.

by Anthea Harding

The party for the launch of The Fluent Self Community Interest Company took place at The Pierian Centre, Bristol on the 25th June 2010. It was an opportunity for those already involved in the Company to celebrate a journey made and the many ongoing projects, while those wanting to be involved were able to consider exciting and evolving projects for the future.

The Company grew from Susannah Temple's research project started in 1997 to develop a psychometric tool based on her Functional Fluency model (TAJ 1999, 2004). Five years later her doctoral research had demonstrated the validity of the model and shown that the tool, a personal development questionnaire, could be relied upon to give credible and valuable results. (The PhD thesis can be obtained from Susannah at info@functionalfuency.com .)

Functional Fluency and TIFF[®] (Temple Index of Functional Fluency) are about development rather than diagnosis, with a focus on what people do really well. The practical frameworks support self-awareness and understanding of how they can increase the effectiveness of their communication. The purpose is the mutual benefit of all concerned, be they executive teams, family members, teachers and students, carers and the cared for.

From 2003 Jutta Kreyenberg worked with Susannah to translate the whole of TIFF[®] into

German. By 2005 the training of TIFF Providers had begun and the whole system was put online. TIFF Providers are professionals working in a variety of contexts from education, family therapy and social projects to management, leadership training and coaching in both Third Sector and commercial organisations. The licensing training was gradually formalised and a network of TIFF Providers came into being in the UK.

By 2008 there were more than 30 TIFF Providers in Germany, the Netherlands and the UK and it became clear that the enterprise could no longer be managed by Susannah alone. After exploring many options for the future of TIFF, The Fluent Self Community Interest Company (CIC) came into being in December 2009.

CICs are not-for-profit social enterprises that combine work in the commercial sector with work in contexts where beneficiaries cannot pay a reasonable rate and projects need charitable or government funding. The future for the Company is full of potential and possibilities for a range of projects from school improvement services and volunteer support to global company senior management leadership.

On 25th June TIFF Providers, colleagues, friends and family joined with Susannah to launch The Fluent Self CIC. That many of those present had travelled a considerable distance (some from Holland) to attend the launch is indeed testimony to the commitment of those already involved in the Company and to those who wish to be in the future. The Pierian Centre worked extremely hard to extend a very warm welcome to us all and ensure the success of the evening.

*"A toast to the future for
The Fluent Self
Company".*

*People, from L to R, are
Terry Wright, Linda
Weijers, Lieuwe
Koopmans, Jim Welch &
Susannah Temple*



DTAweb's First Broadcast

From Bill Heasman

DTAweb broadcast their first webinar on 9 September. A webinar is a seminar held on the World Wide Web. Borrowing the title of John Wilson's (1975) TAJ article IOKYOK or SHNOK? (I'm OK, You 're OK or Someone Here is Not OK?), this first session explored the meaning and application of OK-ness.

DTAweb is operated by Bill Heasman PTSTA (O). Bill says "I am on a steep learning curve in developing online learning. I find that running a webinar is a lot more involved than a face to face workshop. Not only do you have to research and write the content you also need to draw and put together graphics."

"Graphics are essential in stimulating the participants. I like to include diagrams, photographs and short notes. The less writing the greater the impact. I try to limit the number of words to what you could fit on a 'T' shirt. The picture is of one of the slides from Thursday's session.

"Managing the group process is another challenge. You do not have the usual visual clues in managing the interaction between participants and yourself. Which is why I am really grateful to the people who agreed to

tune into the webinar and for the invaluable feedback and opportunity to test the technology. One of them referred to this as pioneering. And this is very apposite as I am still testing different ways to effectively train in this way. Because of this I am not charging any money. Just asking for feedback."

If you would like to join Bill in his pioneering he will be running webinars on regular Thursday evenings. More details on his website www.dtaweb.co.uk

Reference : Wilson, John H 1975 IOKYOKs vs the SHNOKs *Transactional Analysis Journal* 5 (3) July



Poland DTA programme 2010

by Lynda Tongue

The ICDTA Certificate programme was launched in Krakow with the first module which ran in June this year. There is an international team delivering this programme, and in early September, I flew from Bristol to Krakow to run the Individual Development module. At the time I had no idea how wonderful an experience I was going to have!

Magda Sekowska and Monika Kuras met me at the airport and took me to my comfortable hotel. I was greeted with cream cakes and tea, and my first taste of Magda's considerable organisational skills as it was

explained to me who would escort me on which evening, who would take me to the training centre – and where I should go to shop!

The four day module was a joy to run – the group of 13 participants were engaged, well-read in TA and asked lots of questions. They were a mixture of trainers, coaches, therapists and managers. They were keen to develop their knowledge and they made the most of the opportunity. At least three people had driven for seven hours over difficult terrain to attend – that is the level of commitment I found in this group.

We wound our way through the Structural Ego State models, life positions, rackets, discounting, the script matrix and finished

with Cycles of Development with plenty of exercises to aid self-discovery and to challenge thinking.

We had group supervisions, where in the process review other participants were able to do their own personal work as they also shared their views and observations. We also conducted nine private supervisions, some of which were translated but some were conducted in English.

Our translator, Marta, is also a participant and she did a great job of translating in the moment, checking out her TA knowledge and joining in some of the exercises. Marta also translates the workbook and articles for the group and almost “eats” the material – she is so keen to learn!

Members of the group have specific roles to play, as Magda who is the Programme Leader is also a participant. The sense of shared responsibility is a cohesive force in this group and I observed people bringing in food (plenty of food!), clearing up the kitchen, replenishing the coffee machine etc.

I thoroughly enjoyed working with this group – the energy and warmth between people as we parted was lovely and I am looking forward to

a return visit next year – although I would like to avoid deepest winter, when I understand the temperature can reach minus 20 degrees!

But if I do draw the short straw: note to self - pack woolly hats and thermals!



Steps to Success – two participants explore the model

Organisational Change and the inclusion of a TA strand

Sarah Law, C.Psychol

Over the last couple of years many organisations have been going through what feels like relentless periods of change, frequently affecting both the people and performance in a negative way. This can be a tough process but fortunately some companies have found the benefit of putting their people at the heart of the change process.

I work with the consultancy Gap People Ltd as their Chartered Occupational Psychologist, adding that particular expertise which includes a bringing TA to a range of projects. Schering-Plough, a long standing client, had

just successfully completed a merger when another was announced, this time with MSD. Haseeb Ahmed, the Sales Director of Primary Care was faced with a huge challenge, how to improve the performance of his team and maintain their motivation during nine months of uncertainty?

No doubt many of you incorporate TA in change programmes, both in terms of philosophy and by using particular concepts; I thought you might be interested to hear of our particular experience within this very sales driven pharmaceutical company.

We put together a multi-stranded process that ran over a nine month period that became known as **Champion Change**. This combined on-line surveys to “take the temperature” of the organisation, the

creation of a brand for the process, a series of workshops to continuously engage a group of about 60 individuals and the implementation of a range of workplace actions driven by current needs of the company. This multi-stranded approach to engaging the workforce and using their inherent strengths to buck against the anticipated downward trend proved to be a successful one. The performance of the Primary Care team ultimately exceeded their targets, and motivation across the company remained positive (as measured by the surveys).

There may be some purists out there who say that by using TA concepts in a large group process the depth of the concept can be lost; to those people I would say I have seen the impact it can have and I believe it works, albeit slightly differently. If we can plant those seeds of curiosity amongst work groups, model the kind of mutually respectful behaviour and useful processes that TA gives us, it will bring longer term rewards.

As the programme progressed it became apparent that we needed to pay more attention to our group of 60 (and their psychological well-being), rather than to the company and its strong performance needs. We developed a 1 ½ day workshop that was individually focussed, taking into account factors such as emotional resilience, self-esteem and that naturally included a raft of TA based activities.

A fantastically energising example was the experience of creating a “Living OK Corral” by using tape on the floor of a large room and seeing our change agents exploring the different positions was. The physical movement to change state and the clear identification of how they know for themselves, and how they might know for others, what could be going on in terms of life

positions was very powerful. Using this as a basis and then considering what could be done to help ourselves and others stay in the I’m OK/You’re OK position led us onto strokes.....It was amazing to sense the change in the group in response to large amounts of positive strokes, having set things up with the warm fuzzy tale.

Ultimately we had used a range of HR and psychological ideas to address what is usually seen as an inevitable downwards slide; whilst we know there is no single way of managing change effectively we do believe that by understanding the strengths and needs of an organisation we can work with companies to use change as a springboard for success for them and the individuals that work there.

Finally I would like to share a quote from Haseeb, the director under pressure for his team to perform who said the following at the end of the programme:-

‘If there is one thing I learned from all of this it’s that you can’t keep wagging your finger asking for more - more sales, more calls, better quality calls - even when the logic is sound. Colleagues need to be involved. It is not just about facts, it’s about feelings and by involving people in the emotional side of change you are getting them to invest their most powerful ingredient – their emotions. I have learned that the emotional equity that people have can go a long, long way.’

*Haseeb Ahmed, Strategy & Operations
Director MSD UK*

If we can convince such very successful corporate individuals that TA can really help them achieve success for themselves, their people and their businesses I think we must be doing the right thing.

IDTA AGM—please come—and maybe join Council!

The IDTA AGM for this year will take place in Luton on 30th October 2010 at 1645. At the AGM we need to elect the IDTA Council for the forthcoming year. All existing Council members are standing for re-election and they have been joined by Lynda Tongue. We still have vacancies on Council—so please think about contributing to your professional association in the way. IDTA Rules allow us to accept Council nominations right up to the time at the AGM that we hold the vote.

If you would like to talk it over before volunteering, please call any existing Council member or speak directly to the outgoing Chair, Julie Hay, on 03000 115230. Or use our emails shown on the back page.

News from IDTA Council

IDTA Administration arrangements changed

We have for some time been finding it difficult to keep track of IDTA finances because the bookkeeping was being done in a different place to where the membership records were kept, and the postal address for the IDTA was in third place. Council has now decided that it will be more effective if we combine all administrative processes in one place. We will be using the registered address of the IDTA for this, so you can expect to see IDTA administrative e-mails coming from Julie Hay or Paula Mahoney. We do not expect this will make any practical differences to members but it will eliminate duplication of effort.

This change is being made purely on the basis of efficiency and is no reflection on Christine Brain, who has handled the IDTA Membership administration very competently, nor on Lisa Holmes, who has likewise been looking after the IDTA bookkeeping until the end of the last financial year. Council has assured both Christine and Lisa of our gratitude for all the work that they have done.

IDTA Finances

Now that the Annual Accounts for the year ending 31 March 2010 have been prepared by the IDTA Accountant, we can see that losses of about £2000 were made in each of the last 2 years, mainly on the annual conferences. IDTA made a conference profit of £3700 in 2007 but the surplus retained from this has now been spent. We are therefore monitoring IDTA expenditure very closely – by the time our outstanding EATA fees have been paid, our reserves will be quite low. The current IDTA Council, who were appointed from after the last annual conference, continue to explore alternative ways of running events that will not put IDTA at such financial risk. We welcome any ideas from members about ways to raise funds.

IDTA Postal Lending Library

We have now been able to finish cataloguing a collection of early TA books and journals that were donated to IDTA. We have developed a procedure to operate a postal lending service, so that members can have

access to these publications, some of which are hard to find nowadays. We will be making a charge that will cover post and packing plus a very small administrative fee. This service will only be available to non-members on payment of an equivalent amount to the membership fee; non-members will also be asked to pay a deposit. We are making arrangements to be able to accept payments via PayPal and once this is done you will be sent an announcement about the library, including a full list of the contents and a form to use to request loan items.

IDTA/ICDTA Contract

A formal contract has now been approved and signed between the IDTA and the ICDTA, which is the International Centre for Developmental Transactional Analysis. This is a group of international TSTAs and PTS TAs who have come together to offer additional qualifications that fit around CTA in the developmental fields of application. The most significant of these are the Certificate and Diploma in DTA, which represent approximately 25% and 50% respectively towards CTA. These were for a time being run under the direct control of IDTA Council but it was decided that it was inappropriate to have qualifications being 'run' by unqualified members and this contract formalises the new arrangements. IDTA membership categories will continue to reflect the qualifications – in particular, the student categories.

The ICDTA qualifications also include vocational awards and a practitioner certification; the latter is for people who already have qualifications in areas such as coaching or teaching and who want to confirm their competence in including TA as part of their professional practice. Full details of the various qualifications offered by ICDTA can be seen at www.adinternational.com/ICDTA.htm.

Discounts for IDTA events

Council decided to offer further discounts to participants attending events who brought colleagues or clients. You can see the details of these on page 2 of this newsletter. Council also discussed whether to offer bursaries, as was done a few years ago for the World TA Conference when it was run in the UK. No

decision has yet been taken about bursaries and Council will welcome any feedback from members about whether these should be available, and if so, on what grounds.

Future IDTA events

Much work is ongoing to organise future IDTA events. After the October event, the next one-day event is planned to take place in Bath in May 2011. Details will be available shortly and will include an offer of a free copy of a book for the first 20 people who submit their bookings – they will have a choice of Julie Hay's forthcoming book *Transactional Analysis for Coaches* or the recently published book *Einstein and the Art of Sailing – A New Perspective on the Role of Leadership* by Anne de Graaf and Klaas Kunst.

After the May event, we are researching a venue in York for another one-day event in October or November 2011. In February 2012 there is an organisational conference being organised by others in Zürich so IDTA will avoid organising anything that would be competing with that. Instead, we are planning a two-day educational conference in Cambridge in October 2012. We plan to contact EATA and offered to host EATA exams at the Cambridge event, so if that date fits your own plans for taking a TA exam, make a note in your diary now.

Marketing and Membership

We have now confirmed the role description for the chair of the Marketing Committee; we had already confirmed a role description for the chair of the Membership Committee. Both of these chairs will welcome hearing from any volunteers to join their committees. This is a great way to get more involved with your professional body.

EUROTAPACY

To remind you, EUROTAPACY stands for European TA Proficiency Award for Children and Young People. Organised by the IDTA and funded by EATA, this is a project to extend the original UK-based TAPACY across Europe.

You have probably seen already in the EATA News that the first project has now been completed successfully in Italy. Led by Ulrika Widén, this 'Expressive Laboratory' was run for a small group of children in a co-operative arrangement with the Associazione Luisa

Berardi. The children created artworks, drawings, painting and collages and then brought their work together to create a comic that illustrated TA concepts. Over a cycle of ten sessions during March – June 2010, the group learned about OKness, contracting, strokes, discounting, ego states and transactions. These themes were chosen to help increase self esteem and self awareness. Milly De Micheli TSTA Educational went along, in the role of EUROTAPACY Ambassador, to review the children's work and to lead the celebration at the end of the project. The children and the Association received certificates; the children were also given TAPACY badges.



Ulrika Widén, Project Leader and Milly De Micheli, EUROTAPACY Ambassador with 4 children holding their certificates and their work showing on the tables.

Progress is being made with another project in Italy as well as in Germany and Croatia. And we are beginning to receive enquiries about this within the UK.

For more information about running EUROTAPACY in your area, or to become involved as a volunteer in running the pan-European elements, contact the IDTA on +44 3000 115230 or email eurotapacy@instdta.org.

IDTA/DTATG

Over the years there has been some confusion about the relationship between IDTA Council and the Developmental TA Trainer Group – now called DTATG. The trainers have a direct relationship with EATA (or ITAA) because this is the body that provides their status; IDTA has a direct relationship with EATA because there is an Affiliation Agreement. A contract has now been agreed that defines which group does what and how we will work together.

Contact details for Council

Chairperson—Julie Hay 07836 375188 or
03000 115230 chair@instdta.org skype:
juliehay

Vice Chair—Anita Mountain 01455 824475
vicechair@instdta.org

Treasurer—Keith Morton 01455 213093
treasurer@instdat.org

Membership—Bev Petrossian 07968 482238
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We welcome submissions

- News items and articles
- Microsoft Word with minimal formatting
- Diagrams as pictures; photos as jpg's
- Academic referencing
- TA status of author as designated in EATA handbook or IDTA membership categories
- Send to: newsletter@instdta.org
- Send articles at least two weeks prior to the advertising copy deadline if you are aiming for a particular issue, or at any time if you don't mind when it appears
- Please note that submissions will be peer reviewed for relevance to IDTA

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Next issue copy dates

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