



Volume 7 Issue 3

Newsletter

September 2012

Welcome to this issue.

We have a new website! Many thanks to David Morley, who was co-opted onto IDTA Council during the TA UK Conference in April in Harrogate – and who then set to as our Webmaster! Our domain name stays the same, so have a look at www.instdta.org. And see the comments under Council Meeting Notes about the addition of an IDTA Professional Register – and how our domain name provider got hacked just as we went live – aaargh.

Other developments reported on in this Newsletter include our Chairperson Julie Hay being awarded the EATA Gold Medal, much progress being made on organising the 2013 joint conference with ITA, an update on the TA Research Conference that will run in the UK in November, and a report on the first TAPACY and TAPATE schemes run outside Europe.

Plus a couple of short articles: Lynda Tongue on group imagoes and endings, and Julie Hay & Bogdan Serbanescu on a development of diagrams about life positions.

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Report from IDTA Council

We had our most recent meeting 2 weeks ago on Skype (to continue saving travel expenses) and have planned another for December, and probably February, with our next face-to-face meeting in Cheltenham when we are at the forthcoming joint ITA/IDTA Conference (more on that below).

ITA/IDTA Joint Conferences

Our success last year confirmed that joint conferences are the way to go, so Keith Morton is once again the IDTA representative on the organising committee, working hard to set up the 2013 conference in Cheltenham. Details have already been emailed out to IDTA Members, plus a request for volunteers to take on some specific roles.

We also agreed that it would be a good idea to have a joint Events Committee with ITA, although currently no-one on Council has time to take this on – so if anyone reading this is interested, please contact us.

EATA Research Conference

This is a joint project with ITA and STAA, being run on behalf of EATA although without any financial support so being priced to cover costs. It runs in Luton on 12/13 November and full details are given at www.taresearch.com. At the time of the Council meeting, the speakers were being finalized – since then the names and topics have been published and the more detailed programme will be ready soon. There is a discount for TA students, provided that enough full price bookings are received to cover the costs.

TAPA Schemes

There are now 3 variations of TAPA – TAPACY, TAPATE and TAPACP – respectively for Children & Young People, Teachers & Educators, and Caregivers & Parents. Full details are now shown on the

IDTA website, and a new TAPA website is being developed.

There is an exciting new development in South Africa with an Award Ceremony planned during September. *(This event is reported on elsewhere in this Newsletter)*

EATA Business

We still await responses from EATA to various issues we have raised, including the future plans for the Organisational Field Taskforce. Council agreed that we send some proposals to ITA, STAA and IARTA about future elections of the UK Delegates and how our associations will make joint decisions now that there are 4 EATA-affiliated associations in the UK.

IDTA Website

During the Council meeting, we all attempted to access the new website, only to learn later that GoDaddy, to which we had recently moved our domain name, had been hacked and millions of websites worldwide were inaccessible. Fortunately the problem lasted only 24 hours and our website was soon back up.

The new website now contains the long-awaited Professional Register, which is available for the public to see what IDTA trainee and qualified members offer, where they function and how to contact them. If your entry is not yet there, you can use the form on the website to submit your details.

Marketing

Having a new website prompted Council members to start developing a marketing plan. Again, if anyone reading this would like to help, please let us know – this could be done as a co-opted member of Council or as an adviser.

Eric Berne Archive

Council had received the request for a donation towards setting up an archive of Eric Berne's papers but decided that our

current financial circumstances meant this was not a priority. Members will already have seen the appeal, which has gone out widely, so can make their own decisions about whether to donate.

IDTA AGM

Running joint conferences with ITA means that our conferences have moved from October to April. This means shifting our Annual General Meetings so that members can attend whilst at the conference. This in turn means changing our financial year as it currently runs to end March, which is too long ago to only be reporting on over a year later (and too soon to report within a month of the year end!).

These changes also mean that we need to make a staged change to the AGM dates, as we are required by the IDTA Constitution to have no more than 15 months between AGMs. We therefore decided to use the technique applied last year, where we called an AGM knowing that we were unlikely to get a quorum without an accompanying event for people to attend. This allows us to close the meeting after 30 minutes and to reconvene it the following week, when we can run it as normal after another 30 minutes even if there is still no quorum.

We have therefore planned to hold the initial AGM on 2 February 2013, followed by the 2nd attempt on 9 February 2013. Anticipating that these will attract very small numbers, we will then repeat the meeting in Cheltenham in April, so that members will get the content even if the decisions about annual accounts have already been made. From 2014 we will then be able to schedule only one AGM, at the conference.

Note for your diary

IDTA AGM 6 April 2013

Cheltenham

Creating and supporting a winning UK TA Conference

By Keith Morton

One of the first conversations I had at our Conference in Harrogate in April (for more on *Time Structuring* see Berne (1972)) - after the *ritual* of 'hello, what's your name' and the *pastime* of 'where have you travelled from' (you can see I've been observing Queen Elizabeth II) and the *activity* of 'let me find the Workshops you have booked while Mark gives you your booklet, brochure, pen and goodie-bag', - was with Norwegian delegate Ketil Melhus.

It turned out that back in the 1980s both Ketil and I had purchased '*Born to Win*' by Muriel James and Dorothy Jongeward (1971) as our first TA book. Both of us had continued to explore TA as a result of reading that book. It prompted me to return to '*Born to Win*' in preparing these reflections on my role in creating and supporting our UKTA Conference 2012. The book has served to remind me that, not only can TA be explained succinctly - 'TA gives people a rational method for analysing human behaviour' say the Authors in their Preface - it helps us to choose winning behaviour rather than losing behaviour.

In the context of organising National Conferences, both the ITA and the IDTA have, in recent years, run loss-making events. The tasks for this year's Organising Committee were not only to run an Effective Conference with stimulating and relevant plenary and workshop sessions, but one which was Efficient as well and therefore not a drain on the resources of the partnering organisations.

We did not want to be in a position at the end where the respective Councils of the ITA and IDTA said "Thanks folks, Conference was OK, but the financial consequences were not OK".

As Alastair Moodie and Julie Hay reminded us in their opening and closing remarks, the history of the two organisations also had the potential to bring some 'I'm OK, You're not OK' script to the table. Collaboration needed to bring a win/win for all.

So, how did we do?

From the point of view of creating Conference, we as an Organising Committee did exceptionally well. Given that, in the space of nearly 7 months of planning, we only met once as a team of 4 in the same time and place, it shows that our use of technology (Skype, email, phone, web-based booking and monitoring etc.) ensured we worked as a 'virtual' team extremely well.

Lin, Leilani, Frances and I did not always agree as we worked through the preparations, but we always maintained OK/OK transactions. We adopted specific roles and responsibilities and maintained open, positive and supportive communication throughout. We even managed to be playful! The suggestion that Friday evening at Conference should include 'I'm Karaoke, You're Karaoke' emerged from one such moment.

Elements of how Conference then actually happened were much appreciated by delegates and can be improved upon. We have received many positive strokes for the overall success of the event, which is gratifying, but we have also identified things we could have arranged better, not least the quality of the food on the Saturday night. Lessons learnt will be passed on to the organisers of Conference 2013, which may even include yours truly.

I didn't personally catch much of the *content* of Conference given my focus on *process*. Margot Sunderland's Keynote Speech referred to the role of structure, nurture and play in positive child development (and, by extension, in adult growth). This struck a chord with me and

the use I am making of the work of Anita Mountain and Chris Davidson (2011) in the Organisational Field on 'OK Modes'. Margot covered a lot of ground in a short time and also made a contribution to the Trainers' meeting which was well-received.

Our running of Live Streaming workshops was another positive development in terms of both process and content, a view shared by the Workshop Presenters. These were well-attended on-line and sales of the DVD of these workshops have gone well – I'm looking forward to receiving my copy. Thanks are due to John Wilson and onlineevents.co.uk for collaborating with us on these ground-breaking sessions. DVDs can still be purchased via that website.

My final reflection is that another big plus for this Conference was the fact that we held it in an hotel close to a lively town centre. TA is a social psychology and we sometimes need to remind ourselves that we operate in a social context and not outside of it. As James and Jongeward (1971) observe: 'It takes courage to be a winner.... at responding to life'. To be able to connect with life beyond Conference while still being in the moment of Conference was, for me, a positive and integrative experience.

Finally, finally – a sincere thank you Lin, Leilani and Frances.

Next year I promise to karaoke while you karaoke!

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Julie Hay gets EATA Gold Medal

By Lynda Tongue

At the International Trainers' Meeting in July 2012 held in a very hot Bucharest, Julie Hay, the IDTA inaugural and current Chairperson, was awarded the EATA Gold Medal. This medal is given to those who have made an outstanding contribution to the TA community.

I know Julie pretty well, and her capacity and energy for managing projects and a dizzying ability to complete tasks on time and to a high standard – but I was still amazed (and impressed) by her achievements as Sabine Klingenberg listed them in her introduction to the award. That introduction follows below:

“EATA has a long tradition to give the gold medal to people who contributed and worked for EATA membership and for the growth of TA for many years and in an outstanding way.

This year I am delighted to honour a person I have known since 1998 when she was staff in my TEW, from workshops and from my TSTA exam some years later where she offered me support in such a wonderful way, not knowing whom I am.

Let's celebrate Julie Hay!

It is particularly significant for Julie working in, contributing to and representing so many projects which are linked to EATA: It would take too long to name all of her contributions to the TA community but I will name some of them:

Her journey in TA started in 1975 – and since 1984 she is offering training particularly encouraging and supporting her trainees to go for CTA and TSTA exams She was engaged as chairperson in the ITA and as a delegate.

In 1987 she became President of EATA and in 1988 she organised the famous Blackpool conference.

Julie was President of ITAA between 1990-

1991 and served as Editorial Board Member of TAJ.

In 2003 Julie was cofounder of the IDTA – Institute for Developmental TA, being Chairperson for many years – and being Chairperson now again since 2010.



In Rome 2009 she organised the project to create the IJTAR International Journal of TA Research– the precious idea of Resi Tosi, and since 2010 she has been the Editor for IJTAR – and even offered to do the work of the administrating manager.

She is organising EuroTAPACY for children and EuroTAPATE for teachers since 2010 and introduced now EuroTAPACP for caregivers and parents.

She also introduced and manages for EATA the TA Transactional Dictionaries on the EATA website, where there are 14 languages now.

And to be very clear: all these activities for EATA are not paid – they are voluntary work.

Julie contributes to and creates training programs in several Eastern European countries.

She has written books translated into 5 languages, TA based articles and is now organising the 2nd EATA Research Conference co-ordinating 3 UK associations. At the same time she is in training for CTA Psychotherapy and she is a Visiting Professor at Middlesex University. She has always demonstrated and communicated to others a profound honour and respect for TA theory, philosophy and practice.

And she is an active Grandmother – I saw her knitting in the HQ of my TSTA exam! I have enjoyed seeing past her “shyness” and her reserve to discover her bright colours beneath. She is a woman of great generosity, with a sharp and brilliant mind. Finally we will honour Julie for her excellent intuition and her wonderful sense of humour.

Someone who knows her well told me that she loves ducks – and I thought it might be slightly difficult to take them on board during all these activities – we found a solution: a finger puppet with 3 ducks!”



This introduction followed one from Julie where she updated EATA members on the progress of various of the projects listed above. She demonstrated the many hats she wears – by wearing different baseball hats as she described each project! Highly amusing and entertaining, and a well-deserved award.

TAPA in South Africa

For the first time outside Europe, educators and learners in a local South African government school have been given awards in recognition of their understanding of improving communication and self-esteem. This came about as a result of research being conducted by Stellenbosch University psychology PhD student Sharon Johnson, who is studying stress and burnout among educators at high-risk schools. She introduced TA into Ned Doman as one of three approaches in five Cape Flats high schools to assist educators to cope with their major stressor, learner discipline. The results of her study should be available in 2013.

IDTA Founder Member Trudi Newton TSTA E was in South Africa at the right time to volunteer to be the IDTA Ambassador and lead the Award Ceremony, and as she gave out the TAPA badges, she was presented with one of the OK badges worn within the school. She commented: “Ned Doman is the first school outside Europe, the first school in Africa and the first high school in the world to achieve this recognition. In assessing educators and learners, I was impressed by their passion for and understanding of TA and their willingness to engage with positive psychological concepts in the school. Well done to everyone concerned.”

The TA workshops for educators were prepared and run by Karen Pratt, PTSTA E and those for the young people were presented by Sharon Johnson, who is a school counsellor and wellness workshop facilitator, and a student of TA.

The principal and four educators received the TAPATE and two Grade 11 learners received a newly-named TAPAL (Transactional Analysis Proficiency Award for Learner Leaders). TAPAL is a variation of TAPACY, given a different name to

reflect that the young people are known locally as Leaders, which is a sort of OK version of being a prefect – their aim is to model good behaviour for the other school students. The school also received the TAPA Organisational Award for hosting the schemes and being an OK learning environment.

Another 15 educators and 10 learners, who had not yet completed production of their TAPA portfolios, received certificates of attendance at 10 weekly TA training workshops – and will hopefully get awards in due course at another ceremony.

According to headmaster Gwynne Philander the school is not only improving its matriculation results (the pass rate has moved from 33% to 80% since he became principal in 2011) but also learner and parent responsibility towards education. He said that “The educator also has a

critical role to play in the classroom in re-establishing education as a credible vehicle for improving community well-being.”



Trudi receiving her OK badge from the Headmaster



The 2012 TAPAL leadership group (with Sharon Johnson on the right of the picture) at Ned Doman High School proudly hold TA ego state hoops. These learners will be mentors to the next group of Grade 11s (17 year olds) selected to be OK-OK leaders in 2013.

Endings

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I often find in my organisational work that many individuals, teams and organisations do not pay enough attention to endings. When a person leaves a team, company or even country if they are going to work abroad, it is really important that the ending process is conducted effectively.

If not, the person who leaves can feel “out of sorts”, as if something is not finished and the team members who are left behind can **feel the loss** keenly and take time to get back up to speed again and move on.

In Transactional Analysis (TA) we have a model called **Group Imago**. This is a “psychologically held” image or picture that we hold as individuals, about our place in the team in relation to the leader and other members of the team. This image is unique to us as individuals: how I may view myself in the team is not necessarily how another team member may view me.

Eric Berne (1966) the founder of TA, describes **four stages** of group process: Provisional, Adapted, Operative and Secondarily Adjusted. Teams can appear to get stuck at different stages and some simply do not get to the fully effective functioning stage of Secondarily Adjusted. This is where all members **complement** each other’s strengths, where the individual members work for the team goals and the leader guides all towards his/her overall vision with skill and understanding of group and individual process.

Other writers have built on Berne’s work, and Clarkson (1991) describes destructive and constructive leadership behaviours at each stage. She also compares this psychological model to the sociological model of Tuckman (Forming, Storming, Norming and Performing) (Tuckman &

Jensen 1977). Lacoursiere (1980) added **Mourning** to Tuckman’s model and it is this stage which I want to focus on here.

Psychologically, the team has to say goodbye and to **negotiate** the relevant grief processes. The leader has a responsibility to keep the team focused on saying goodbye, and not let the leaver fade or slip away. The problem is, many people are not comfortable at saying goodbye and may run away from the process – this can leave them with unresolved issues and the team with a “gap”. Berne (1963) said “*a phantom is ... left whenever a well-differentiated member leaves a group and persists until the mourning process is complete if it ever is*” (p 225).

Sometimes, people try to **avoid the pain** of this period by making the team “bad”, picking on the leader and/or leaving the group early by physically getting sick or psychologically by denying that the team was important to them. The resulting harm and possible long-lasting damage this can cause is better to be avoided.

The effective leader understands the importance of “leaving ceremonies” – a presentation; a gift, a chance to recognise and honour the contribution of the leaver etc, and recruitment processes put in place so that neither the leaver nor the team need to worry about any ensuing gap in the structure.

All these processes mentioned above will contribute to a smooth transition process for the team, and an ending for the leaver which is satisfying, complete – and enables them to move on to their next challenge with strength and enthusiasm.

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Okayness – adding characters

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During a recent supervision diploma workshop, Bogdan presented the ideas of Chris Davidson (Mountain & Davidson 2011) about 3D Okayness and of Marty Groder (1977) about the ‘characters’ of I, You, We, They and It.

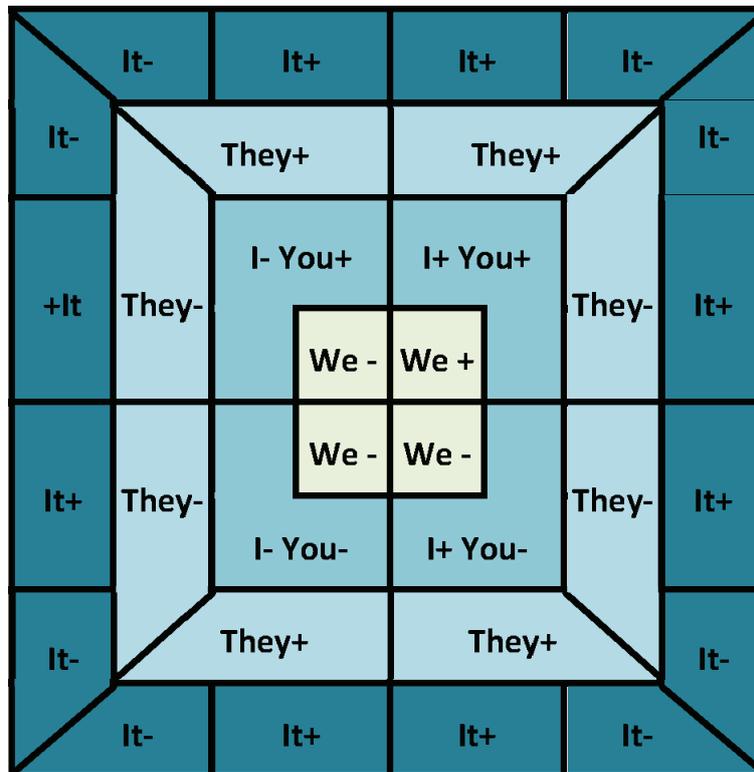
We then worked on incorporating Groder’s extra characters into Chris Davidson’s diagram, which he in turn developed by adding a layer for ‘They’ onto the original OK Corral diagram by Franklyn Ernst (1971). We added yet another layer for Groder’s ‘It’, which may mean society, the

government, the organisation, the management, etc. We followed Davidson’s convention so that the plus signs for OK and the minus signs for Not OK are each clustered.

Finally, we added an inner level, right in the middle, to represent ‘We’ (i.e. ‘I’ and ‘You’) and realised that ‘We’ has one OK (for IOKYOK) and the other three positions must be Not OK because ‘we’ cannot be OK if you, I or both of us are Not OK.

Below is the diagram we finished up with. Comments/feedback will be welcomed.

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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

Advertising rates

- ◆ Full page: £50
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