



### **EATA in the 3<sup>rd</sup> Millennium: Times are a changing... EATA it is about people, structure and processes**

EATA is growing – this is a sign that EATA is useful is serving its purpose and the work of membership associations, delegates, officers and active people in various projects helps to stay connected in the European TA communities.

The internal perspective: Different associations are in very different stages of development: there is a huge variety in economic situations, the culture, and the needs. One side effect is complexity which is richness and makes processes and tasks more difficult.

An observation during the years is: the work for and in EATA Council becomes more and more attractive – more people seem to be interested to become a delegate. And this means we often have new delegates and EATA has to accelerate transfers of knowledge and information.

Since most of the work is done by volunteers we are faced with the fact that we do have more projects in mind than money and human resources available. We need to focus ourselves to what is possible and what is linked to the future needs of our membership association and EATA as an international organisation itself.

And we also have to account the strategic perspective - and my impression is we do have more questions than answers today:

- Do we want EATA as a political association?
- How can EATA be a TA Association and have a political voice?
- Do we want EATA to intervene in specific cases of discrimination?
- Which role should EATA have in the area of social politics?
- Do we want EATA as a professional representation?
- Which kind of support should EATA as a whole provide for different interest groups?

Whatever the answers may be – EATA is an important body and to fulfil our tasks we do need to be seen as an organisation which is managed and organised on a with highly professional standards.

The core purpose of any association is to develop and maintain control of the legitimate practice of a profession and to safeguard the interests of its members and the public (Webster, 2008).

If we go on with this idea EATA has...

- to guarantee the continuity of service
- to develop and maintain accreditation
- to have a code of ethics and practice
- to develop and maintain recognition of profession (e.g. research, publications, and conferences).
- to guarantee the standards of services

EATA's functions need to be described with job profiles and competence requirements for main tasks ...to guarantee "objective" autonomous decision making. Council members have different roles – with different interests and needs: in Council they represent their association or associations, and in the committees they are responsible for projects and tasks of all member associations.

Risks of conflicts are pre-programmed, I do know that we have many competencies amongst our members and there are so many willing to serve in special roles, specific projects in addition to those who are elected



as delegates. It is like a rich secret treasure - and we do want to value and use that even more in the future. The goals are to provide continuous professional service, to improve the quality of services, to use the competencies in the “field”, create transparent and safe processes, create a space for projects, initiative and enthusiasm, and create a contract based environment for delegates as well as for people in charge.

For this we look for ways to contract with non-delegates for special tasks. These tasks for instance require special expertise or abilities. This kind of contract we already use e.g. for the treasurer, Examining Supervisor, TEW coordinator.

As a decision from Council in Bilbao 2011, I will create a task force to work on a proposal for this new structure, develop job descriptions and core competencies.

I will keep informed the Executive, the delegates and the Presidents of affiliated associations. The voting will probably take place next year in Bucharest

A second challenge for the future is the membership structure. EATA was and is created as an association of associations. Last year we presented the results of an inquiry concerning the EATA Affiliated Associations and created a Status Report linked to the question as to whether they offer training or not.

The outcome has been rather confusing:

Associations are in different stages of development. In the beginning it might be useful to stimulate training through the association but as soon as possible it should be handed over to trainers and institutes. If the association organises training there will be competition with other trainers offering training.

This will probably be an ongoing task, especially since in some countries TA organisations with different identities are in competition for members in the country and sometimes have conflicts with each other but not with EATA, which they are an important part of. It cannot be the task of EATA to resolve such issues through finding absolutely perfect definitions of structures. Also, EATA cannot “control the reality” in and of member organisations, this would be impossible. What EATA can and should do – and we will work continuously on ways to do that – is to help resolve conflicts and find co-operative solutions. This is one of the strengths of TA and of our organisations.

I would like to express many thanks for their work and commitment to officers leaving the Council:

- Marina Banic – Serbia - now elected as EAP delegate
- Jenny Bridge, UK and General Secretary
- Carla de Nitto, Italy and Chair of PTSC (will stay for another half a year as co-opted Chair of PTSC)
- Jacqueline Dossenbach-Schuler, Swiss-German
- Nicoleta Gheorghe, Romania and Vice-president
- Amaia Mauriz-Etxabe Spain
- Sedin Habibovic - Bosnia

And a very warm welcome to

- Marco Mazzetti – Italy, Chair of COC and representing PTSC and COC in Executive
- Oana Panescu – Romania – new General Secretary
- Pascale Theobald – France – Vice President

My Presidency is linked to the idea EATA being a touchable, reachable and supportive association which is available for our members.



EATA PRESIDENT Sabine Klingenberg

Please get and stay in contact.

Warm regards  
Sabine Klingenberg  
EATA President

Robert C. Thames, Douglas W. Webster – 2008; Chasing change: building organizational capacity in a turbulent environment, P. 255