Dear all,

It’s with a mix of feelings and thoughts that I am writing you this introductory lines for the June issue. I start with the excitement.

We have many contributions which show how TA within EATA is growing and developing, and how many people are interesting and involved in it.

We are also pleased to give space, for the first time, to the announcement of exams in St. Petersburg (Russia), and this is also another sign of a vital movement.

The first Theory Development & Research Conference is getting closer and closer: the colleagues of the Scientific and Organisational Committees have been working to give us the opportunity to share knowledges and experiences around the topic of verifying the development of TA Theory through research, and many are preparing their interventions, workshops, posters,... You will find here a reminder of the details of the days, and the keynote speakers we will listen.

Now the sad part comes...

Let me say few words, as editor of this newsletter, for and to Marco Mazzetti. He is sharing here with all of us his decision to resign as EATA President, explaining the reasons. I want to express my gratitude for his presence beside me in this task, which I assumed both with enthusiasm and preoccupation for the size of the commitment. He has been supportive, creative and active I managing the column of EATA history. I wish him all the best... GRAZIE

Rosanna Giacometto, EATA Newsletter Editor

My Resignation

Dear EATA Members:

Further to a long and in depth reflection I’m writing to inform you about my decision to resign as President of EATA for personal reasons.

For the past few months I have suffered from serious health problems and the doctors strongly recommended that I reduce my workload, avoiding all the non-strictly necessary activities. For this reason I have decided, and I’m very sorry to say this, to resign as EATA President before the end of my term in July 2016.

As you probably know, we will elect our next President in Rome next July. I will ask her/him to take over from me before the scheduled time. I have informed the Executive Committee about my decision, which we discussed at length. Together we have agreed that the best moment for the passage would be the 1st of September 2015, when presumably all the administrative procedure would be completed.

I will do my best to ensure that this decision does not affect the usual functioning of our association in any way, and I will be available for any help the new President might need from me. The Council Members have already been informed about my decision.

I’m very sorry for this, and I hope you understand my uncomfortable decision.

In saying goodbye to you, I’m very sorry to interrupt our cooperation, an I wish to express my personal thank you for the warmth and support I perceived from you, and for your commitment for the growth of our beloved EATA: I’m sure TA in Europe will have a great future, with the contribution of each of us.

With warm wishes, Marco Mazzetti, TSTA-P, EATA President
Dear Colleagues,

We are writing to invite you to attend the first EATA Theory Development and Research Conference, to be held in Rome in July and hosted by EATA together with the Italian TA associations [do we need to list them?]. Following on the success of research-based conferences over the last two years, the theme of this conference will be Beyond Limits: verifying the development of TA theory through research. This will be an opportunity for all of us to support and encourage TA research in all fields of application, clinical, educational, organisational and counselling, with workshops and presentations in all four fields and across fields. Our time together is intended as a chance to exchange ideas and to provide a forum for reflection on the state of the art of TA theory, its current development, its strengths and the directions and areas that can be explored through research in the future.

We are delighted to welcome as our two Keynote speakers Professors John McLeod and Omar Gelo, each of whom will present aspects of the scientific validation of TA theory, and also William Cornell and Maria Teresa Tosi who will lead Round Tables on Emergent Theory and on Creating a Research Network.

The conference will begin on the morning of Thursday 9th July, with Keynotes on Thursday and Friday mornings and Round Tables in the afternoon, and over 70/100 workshops and presentations throughout the three days. On Saturday we will end with a closing session to share our findings on how TA theory and research can strengthen each other.

There will be the opportunity to meet and talk through the social programme too, with a Rome tour on Thursday evening and a Gala Dinner at Grand Hotel Gianicolo near Trastevere on the Friday. In addition there will be a book-stall and a short books event on Thursday evening.

July 9th – 11th, 2015
Marriott Hotel Rome, Italy

More information can be found on http://www.eataconference2015.com

We look forward to meeting you in Rome!
Alessandra Pierini
Laura Bastianelli

Program
The Scientific Committee finalized the program. Have a look of the program following the link: http://www.eataconference2015.com/program/

Register for conference and accommodation
Please follow this link for prices and registration:
It's possible to register also for one or two days.

Social Program
Don’t forget to book your tickets on-line to join us for the gala dinner in this beautiful location.
http://www.eataconference2015.com/social-program/

Sincerely,
The Conference Committee

On Thursday night from 19.30 to 23.30h: Take a group bus trip to visit the city

Grand Hotel Gianicolo
COC NEWS

First CTA Exams in Russia
2/3rd November 2015 – Examiners needed

COC are very excited to offer CTA Exams for the first time in Russia. The venue will be in St. Petersburg and we invite you to look at the warm invitation from Elena Gamzina (on behalf of SITA) and Elena Soboleva (EATA Russian Delegate). They are inviting colleagues to come to offer workshops as well as to examine and to take the opportunity to engage with the TA community there and to both contribute to and be enriched from it.

The Call for Examiners has gone out from Marianne Reuter. If you have not received it there are two things you can do. First is to go to the EATA website where you can access the Call for Examiners form. Secondly please inform Marianne (EATA@gmx.com) that you did not get the email and of the address you would like registered for you for the future. This will help to keep our records up to date.

COC hopes that examiners outside of Russia will consider this opportunity to come and take part in a historical moment in TA certification. We are anticipating potentially 10 CTA exams and need examiners to support this venue to make it successful. It will be a great place to exercise your examining skills, work cross culturally and exchange with colleagues about what it means to be a Transactional Analyst.

If you have questions about the venue or workshop possibilities please contact Elena Gamzina/Elena Soboleva. For questions about the Exams please contact me.

Many thanks and I hope to meet some of you there.

Warmly, Sue Eusden
Chair COC, Exam Supervisor for St.Petersburg

Dear Candidates, CTAs, PTSTAs, CTATs & TSTAs

We are pleased to inform you that on 2nd-3rd of November 2015 CTA exams will be held in Russia for the first time! You are kindly invited to take a part in this event!

Exams will take place in St. Petersburg, also known as northern Venice. This city of Great Russian history was praised by the famous masters of Russian literature and poetry such as Dostoyevsky, Pushkin, Tsvetaeva and Brodsky!

On the eve of the CTA exams (Oct/31 – Nov/1) workshops and MOCK exams are scheduled as well. Those who are going to take their CTA exam in the future will be offered an opportunity to take part in mock exams.

Dear CTAs, PTSTAs, CTATs & TSTAs we will inspire you to offer your TA knowledge to the Russian TA community to run workshops and take a part in MOCK exams.

Please be sure you are starting your preparation to Saint-Petersburg in advance. You have to apply for a Russian visa http://visa4u.ru/ and book your flight.

Please do not hesitate to get in touch with us if you require any further information.

Elena Gamzina, President of SITA, www.sitanews.org, gamzinaelena@rambler.ru
Elena Soboleva, Delegate of Russia, leavelobos@yandex.ru

Welcome to St. Petersburg!
**SAVE THE DATE**

**EATA 40th ANNIVERSARY**
**EATA Congress**
7-9 July 2016
**Geneva, Switzerland**

**Theme: Identity, Integration, Discrimination, Boundaries**

Ideally located in the very heart of Europe, Geneva, Switzerland, is a cosmopolitan city with more than 186 different nationalities.

Among others it is the home of the Red Cross International Committee headquarters and many Non-Governmental Organizations that all endeavour to prevent suffering by promoting and strengthening humanitarian law and universal humanitarian principles, aims close to the ones dear to TA fundamental philosophy to respect autonomy and dignity of all humanity. Therefore Geneva provides an ideal location to gather the TA community around the theme of “Identity, Integration, Discrimination, Boundaries”.

www.eatanews.org
At the end of August 2014, about one week before the end of my holiday, I got an e-mail from EATA. The Bulgarian Association of Transactional Analysis (BATA) had submitted its documents for joining the European Association a few months ago and I, being the chairperson of BATA, was expecting eagerly the answer.

However I discovered in the e-mail information regarding EATA’s outreach program, to organize an international training for TA in Bulgaria at the end of October 2014. I had mixed feelings – on the one hand, I was fascinated by the opportunity for BATA to be the organizer and the host of such a prestigious forum. On the other hand, I was afraid that we would not meet the expectations. Because in my personal script there is a powerful driver “Make effort”, I imagined the amount of efforts we would have to make so that the event is successful. Furthermore, BATA was making its first steps and our finances were extremely limited. How were we going to rent a hall and receive guests?

BATA was founded in 2013 as a result of two-year systematic trainings in transactional analysis. In May 2011 Isabelle Taquin, TSTA, Belgium, and I started a big adventure – the 101 Course that took place in Sofia. The interest was more than satisfying – the curiosity, the hunger for knowledge, the perspectives given to us by TA proved to be motivating factors for its continuation. Our “adventure” rapidly became a serious project and after several 101 Courses two main groups formed and they started an in-depth exploration of TA. A significant part of participants was interested in certification. It became clear that it was necessary to continue while following the philosophy and ethics of TA – a condition for standards, professionalism, opportunity for development, for establishment of new professional contacts and why not some joy and pleasure as well!

And so, Oana Panescu, with whom I corresponded, immediately helped me out of my difficulties with her experience and ideas. We found a sponsor for a beautiful and spacious hall equipped with everything necessary for the presentations; EATA supported us financially for the translators; the BATA members helped with the organizations and before long, I greeted in Sofia the members of EATA’s Executive Committee – Marco Mazzetti, Sylvie Monin, Oana Panescu, Magdalena Sekowska and Krispijn Plettenberg.

The idea that Bulgaria was going to be the host of an international conference in TA was greeted with enthusiasm. More than 60 people took part in the conference. The fact that there were no fees for participation demanded won many professionals interested in the method. We, Bulgarians, tend to be a little suspicious and we prefer not to pay for something we are not familiar with… and in those three years, people in Bulgaria started talking about the transactional analysis paradigm – a new and soft psychotherapeutical method…

Magdalena Sekowska and Oana Panescu opened the conference with a presentation of EATA – “What do you say after you say EATA”. They introduced the participants to the philosophy of work and activities of EATA in a very elegant and light manner. They received signs of recognition – the public’s understanding and applause.

In the morning, Marco Mazzetti playfully demonstrated the notion of transference and Countertransference in a charming manner – through Eric Berne’s biography. The title of his presentation was “Transactional Analysis: from our roots to the dynamics of mutual relations”. In the afternoon, Sylvie Monin demonstrated how the script could be used as a resource with her theme “The script: a resource rather than pathology”. To those of us who were already working with TA this idea was familiar but not much discussed and this theme immediately enthralled us.

Here is some feedback from the participants:

“The TA workshop organized by EATA and BATA left me with a sensation of an exceptionally positive experience. The chosen hall was very nice and the organization was on a high level. I will definitely remember for a long time the pleasant and amusing way the lecturers presented the basic concepts in TA. I would definitely take part in other trainings of these two organizations!”

Dilyana Bondokova – this was her first interaction with TA.

“Firstly, I would like to note that the organization of the event was excellent and the hosts were very hospitable. Everything necessary was provided for the trouble-free and pleasant course of the event.”
Concerning the content of the workshop, Marco Mazzetti impressed me deeply. His genuine sense of humor, the passion with which he told us about his work, and the experience he shared inspired me. It was clear that the lecturers who took part that day are very engaged with their work and that they love it.

It was a very pleasant and useful experience. I would gladly take part in the upcoming trainings in TA”

Marina Popova – finished the 101 Course

“The transactional analysis presented through Eric Berne’s life with the softness and inspiration of Marco Mazzetti and the script presented as a potential for development and a happy life by Sylvie Monin were for me an unexpected new perspective on seemingly familiar things. However, the most valuable thing was the presence of experienced transactional analysts who provided an example of professionalism, combined with genuine spontaneity, strength even in purely human weakness and a sense of support and reciprocity. I am glad that I was part of the program and I am motivated to continue to be a member of the community of transactional analysis in Bulgaria and worldwide.”

Sibila Borissova – member of EATA

“What influenced me most strongly was Marco Mazzetti’s presentation – the story or Eric Berne and the emergence of the TA approach. It was very enthusing, emotional and inspiring. The same applies to Sylvie Monin’s presentation about the script seen as a resource instead as pathology and her exercise aimed at us uncovering our own scripts and their strengths and limits. It was enlightening to me! The Physis theory impressed me greatly!”

Maya Mihailova – member of BATA

Great personal presence, professional attitude, knowledge, interesting reading of the basic concepts, dynamic and friendly atmosphere – these are the characteristics of that day.

I personally managed to use my personal driver in its positive aspect. I was happy not only because of the large number of participants, because of the good organization of the event and the presented topics but also because the fact that for two thirds of the attendees this was their first glance into TA. Moreover, this first meeting was like a love from first sight. I will not forget the satisfied smiles of the participants – this day was magical because the lecturers showed us how a not widely known method in Bulgaria could be used in the service of man.

I heartily thank Marco Mazzetti, Sylvie Monin, Oana Panescu, Magdalena Sekowska and Krispijn Plettenberg for the inspiration and hunger for knowledge they left us with.

Elena Nikolova, Chairperson of BATA

Promoting and Sustaining Family Resilience
Clinical Work and Research

Families were the subject of clinical work and of a research that, from 2012 to 2014, involved Terrenuove Cooperative’s Family Service (Servizio per la famiglia) in Milan, Italy.

This Service, founded and managed by a team of transactional analysts, especially engaged Italian and immigrant families that had been through serious difficulties. It offers to families a free specialistic service since many years, working in network with public and private services working with families active in the territory, offering them also supervision and training.

The purpose of the ensuing clinical work and research, promoted and coordinated by Anna Rotondo (TSTA-P), was to support and give prominence to family resilience. Specifically, it was intended to pinpoint a family’s resources, identify its indicators of resilience, and understand how to reactivate them when the family finds itself at a standstill and in disarray after a traumatic experience.

A team of researchers, coordinated by Camillo Regalia (Professor of Social Psychology at Cattolica University), worked closely with the Family Service specialists. Twelve families -immigrants, mixed couples, Italian- participated in the research project and all were supported by therapists from the Family Service team.
Adopting a multi-methodological approach, based on self-report scales, graphic-symbolic tools and in-depth interviews, the action-research analysed the main changes experienced by the families during the therapeutic process, specifically focusing on several areas: critical events, personal resources, parental functioning, marital relationship, ties with own cultural context, formal and informal networks. Results show the positive influence of protective factors—like parental skills, and also the negative influence of poor marital relationships, fragile community ties and problematic issues with one’s cultural context. There is also a straightforward evidence that family resources can be activated only by a supporting and trusting relational and social context.

The outcome of this research, entitled “Promoting and Sustaining Family Resilience: an action Research”, was presented at the conference “Families, Places, Generations” (Famiglie, luoghi, generazioni) in Milan on 16 May 2014 at Cattolica University’s ASAG School in partnership with CPAT, the Italian TA association directly associated within EATA.

Over 100 people – many of them were transactional analysts in training – attended the conference. In the morning Evita Cassoni (TSTA-P) introduced Anna Rotondo presentation of the research and the team’s researcher work. There was a passionate discussion with two leading experts prof. Vittorio Cigoli and prof. Eugenia Scabini, renowned in Italy and abroad for their work and their numerous publications on families, such as Cigoli and Scabini’s “The Family” (Il famigliare), Cortina publisher, 2000. The afternoon gave way to group discussions on the importance of collaborating as a network with different professionals operating in local public and private services that cater to families. Also discussed was the specific attention given in working with reunited families and single-parent families.

A book, entitled “Families: Clinical Work and Research” (La famiglia tra clinica e ricerca, Evita Cassoni (editor), La Vita Felice, Milano,) was published as a result of this enriching experience. The book introduces the reader to the intense and valuable process of the relationship between the researchers, specialists and families, and highlights the structure of clinical work with families. The book offers reflections on the relationship between clinical work and research and on the meaning of ‘research’ in the context of psychosocial counselling. The experiences with families and with local services occupy the central part of the text and allow a glimpse of various lines of thought and clinical intervention, supported by solid theoretical references, which are in turn enriched and fleshed out by ongoing innovative reflection, within a research-centred approach that creates a bridge between theory and practical application.

The book includes the contributions of the team of researchers (Camillo Regalia, Cristina Giuliani, Angela Gammarano), who illustrate the research and clinical work done by the different members of the Family Service team. Anna Rotondo focuses on “Traumatic experiences and resources in families”, Emanuela Lo Re on “Single-parent families”, Cinzia Chiesa on “Voices of children in family narratives” and Roberto Bestazza on the theme of “Care prospects in family reunification.” Eugenia Scabini, in a short and brilliant contribution “About the research” emphasizes that “…working together (specialists and researchers) has made it possible to develop a system that is both cognitive and transformative and that has benefited therapists, researchers and families.”

The book includes also other TA enriching contributions and has beautiful images (Alessandro Sanna, Gek Tessaro, Vanina Starkoff) and poems (Bruno Tognolini) collected from Cinzia Chiesa about families.

You can watch the video of the conference held at Cattolica University in Milan in 2014 on Centropsi Terrenuove’s channel on Youtube.

The book “Family: clinical work and research” (La famiglia tra clinica e ricerca, Evita Cassoni) is also available at: at.mi@centropsi.it and www.centropsi.it.
On 6-8 February 2015 Julie Hay TSTA OPE ran the first TA 101 in Albania. The hard work of making the arrangements was done by Dawn Purver, who is a CTA P in training and a consultant psychotherapist working with Sadik Dinci Psychiatric Hospital, Elbasan, and ABC Health Foundation, Tirane. Dawn collaborated with Dr Neli Demi, (Psychiatrist/Psychotherapist) and President of Albanian Association for Psychotherapy (Tirane) who provided the venue for the training. She also organised the translation of the TA 101 booklet that Julie uses is a handout with the help of Bardha Celanji, Anxhela Gramo and Adela Lamcja; Dawn and Adela also produced an initial version of the EATA Translation Dictionary into Albanian and this will soon be joining the selection of various languages, based on the terms in the glossary of TA Today (used with the kind permission of the authors, Ian Stewart and Vann Joines), that are available for anyone to download from the EATA website (http://www.eatanews.org/ta-resources-and-links/ta-dictionary/). Two more interpreters also helped with Brunilda Rustani translating on Day 1 and Stela Murati providing the same service on Days 2 and 3. Dawn also found time to apply to the QKEV, which is the Ministry of Health accreditation body in Albania, with the result that the TA 101 was accredited as recognised CPD with 18 credits. Participants had a range of professional roles and included an International Development Specialist/Consultant (Dawn’s husband and the reason she has been living in Albania for the past 3 years), a medical doctor who is also a psychotherapist, school psychologists, university lecturers in psychology, a mental health specialist, a project officer and a Child & Adolescent psychologist. Several of them stayed on for an extra day of advanced TA training, which allowed more time for them to consider how they might apply what they had learned on the TA 101.

Soley and Hülya are completing their training in TA, with the intention of attaining Practitioner status via the professional certification provided by ICDTA, as well as CTA in due course. Both are experienced organisational trainers/consultants who manage their own companies.
Soley Sezgin Akten:

Soley tells us that the Turkish automotive company Tofaş, which has equal shareholders as Koç Holding and FCA- Fiat Chrysler Automobiles, is one of the three worldwide strategic manufacturing centers of Fiat Auto. Tofaş represents the greatest value and power in the Turkish automotive sector.

All of the training and development activities within Tofaş is conducted by Tofaş Academy which is founded with the purpose of managing different learning and development instruments as integrated by gathering them under one umbrella in a way that will support company’s vision and include all of the value chain.

It was very special for me to work developmental transactional analysis with Tofaş Academy trainers. All together we added a chain of TA in company values. We covered basic TA concepts in 4 days of workshops and after it, they have well prepared their learning portfolios.

During the TA workshops, Fiat Academy trainers, they discussed their teaching and working styles with TA concepts and they got deep understanding of their impact in the learning environment that they create within their technical and nontechnical classrooms.

I want to thank Julie Hay for her support, to Hülya Üstel, who assessed the portfolios, and to Tofaş Academy management for initiating and funding the programme.

I am glad to work on TA with Tofaş Academy trainers and I am proud that, they are the first group of trainers in certification.

Orhan Özdemir, After Sales Technical Development Specialist, Tofaş Academy:

After the TA Analysis Training, I had opportunities to understand and to analyse, not only the technicians who are trained by us but also my family and the people in my social life.

Melike Dinçer Saygı, Leadership and Behavioural Development Specialist, Tofaş Academy

First of all, TA training has increased my personal awareness. I understand my many behaviours reasons I did unconsciously. This is especially helped me to manage my relations and conflicted relationships. Now I can understand people better and manage my relations with my colleagues better and do empathy more easily.

Muhammed Göktürk Doğan, Commercial and Behavioural Development Specialist, Tofaş Academy

First of all, I have you to thank for this great training. I learned well, when two or more students or people meet, their ego states also interact. As a third party I could see now what is happening between them and participate in their dialogue and became intrigued with my newfound ability to see how I was interacting with the people around me. I can pay attention anymore to tone of voice, body posture, gestures, choice of words and emotional state. As I view the recent months of my life, I perceive repetitive behavioural patterns developing which concern me. And I learned to maximize my chances of making new connections and solving problems by well using my knowledge of ego states in a lesson or meeting situation.

Transactional analysis that I got, in all of its aspects, will certainly continue to serve a useful purpose in shaping my personal and working future as a result.

Elif İldeniz, Leadership and Behavioural Development Manager, TOFAŞ Academy

I believe that everything starts with myself. I sometimes forget it in a life-time routine, but every time I take an inner course, I listen to myself again, find a new “Ich”, and create a new story about myself.

TA was a little bit different from the other trainings. It has a deeper and easier philosophy in it, and made me think about myself more. When I took the course, I went to my childhood, watched my family videos that are on my mind, and realized my injunctions which are “Don’t be close” and “Don’t be a child”.

I know that these injunctions are limiting me to have my best, and with this awareness I have the power to change my life script.
Besides, I realized my little professor, talking and working for me. Actually she is very nice and intelligent, but too little to take decisions for me.

Now, it is time to write my new stories, and find my natural child in her cosy place.

Thank you very much to the TA people.”

**Nuray Nurdağ, Leadership and Behavioural Development Specialist, TOFAŞ Academy**

When I have learned Transactional analysis I began to observe my personality, my feelings and decisions with different way. I think. I took an important step at my self-awareness and my development journey with TA.

First of all I began to recognize the source of my feelings and behaviours with TA points of view. I began to observe and understand myself more clearly. So, I have been growing up and changing with TA approach. At the same time I began to observe my partners, trainee’s behaviour and try to understand them.

I feel myself more comfortable at my communication. Because I feel I’m ok and you are OK. I can see ago states, drama triangles and games at my working area and I began to control communication conflicts. So my communication quality getting better and better.

Transaction analysis help me to establish clear communication at my courses and working area. I can give more effective consultancy. I can manage myself and my communication more successfully. I feel myself more happy and successful. Also I am trying to improve the communication quality of my trainee’s and teammates.

Thank you very much Dear Soley, Elif, Mücahit and my team mates.

**Burak Karaoğlan, Commercial and Behavioural Development Specialist, TOFAŞ Academy**

I found an opportunity to assess relationships in the workplace. I myself helped me recognize the better. Increased communication with participants in the training and support for building stronger relationships.

**Yaşar Vatansever, After Sales Technical Development Specialist, TOFAŞ Academy**

After the TA study, my standpoint for relations has been changed dramatically for social and also professional work life. In my relations, I started observing child, adult, parental roles clearly.

After all, during communication with the other people I can perform adult role in an easier way regarding my behaviours and manners. I am trying to adopt TA processes for all my life.

**TAPDA Ceremony Speech by Julie Hay TSTA OPE:**

The following is the text of Julie’s speech online at the Award ceremony.

Hello. I’m Julie Hay, president of the International Centre for Developmental Transactional Analysis and of the Institute of Developmental Transactional Analysis. Both are based in the UK but operate various proficiency awards and qualifications worldwide, so you are now part of a process that already includes several countries in Eastern and Western Europe, South Africa and China.

The ICDTA, which is formed of a number of internationally accredited TA trainers and supervisors, operates a range of qualifications that are particularly appropriate for those within organisations, for managers and employees and particularly for trainers and consultants. The IDTA concentrates more on proficiency awards within the context of schools, such as for children and their parents and care-givers.

So today your awards are being made under the auspices of the ICDTA and you are joining a large international community of people who hold TA qualifications of one form or another, and I am delighted to be able to use technology to share this moment with you.

I am also particularly pleased to be joining you because I started my own training career in an engineering company and have very fond memories of it. I got the chance to mix power press and fork lift safety training with management training, and for 6 months I also ran the apprentice training school. I later became a trainer in British Airways, where I added train the trainer – for trainers across the airline departments, including management and interpersonal skills trainers, engineering and flight operations, and cabin crew and pilot instructors. It was in British Airways that I discovered transactional analysis – and realised how useful it was – for interpersonal skills, leadership, teamwork – and of course for trainer training.

It was also British Airways that made it feasible for me to learn TA properly and get my first TA qualification, because there were few organisational TA trainers in those days so I needed regular flights to go to where the trainers were. Eventually I went freelance and continued my TA training, which is how I came to be teaching Soley and she came to be teaching you. In the meantime. It has taken me around the world, including several trips to Turkey, with the most recent being only a few weeks ago.

I hope that you too will spread the word, both to other trainers and to your participants. I want to emphasise to you that there are no limits to these – for example, I have taught TA to managers and shop stewards – together – in Rolls Royce Motors, to chief executives in India, to filing clerks in Bosch, to warders and inmates in high security prisons – and through a team of presenters to 60000 employees of a major bank. So I urge you to go ahead and use it wherever people need to understand the psychology of human behaviour – and where the organisation gets the benefits when participants realise how it helps them with their relationships outside work as well.

Finally, in addition to thanking all of you for doing the work needed to take part in the scheme, I want to thank Soley for making it all happen, Hulya Ustel, who you have not met but who assessed the portfolios on my behalf, to your training manager Mücahit Korkut for initiating the programme, and of course the management of FIAT for supporting, and funding, the initiative.

I congratulate you on your achievement, and applaud the impact you will have made, and will continue to make, in the lives of your participants– and hope that I will have further contact with those of you who get as addicted to TA as I and Soley have done – and therefore want to learn even more.
ETHICAL PERSPECTIVES

What Matters – Mediation

The EATA procedures for managing complaints has three ways to respond to legitimate complaints. Two of these ways are voluntary and freely entered into by the parties involved and one is a non-voluntary Hearing Board procedure. The voluntary, freely entered into processes, are called either mediation or non-binding arbitration. They are quite separate, distinctive ways of dealing with complaints. Today I want to look in some detail at mediation. What is it? When and why is it a good idea to use mediation? How should it be applied? Finally I’ll look at some of the pitfalls in a mediation approach.

What is Mediation and when is it a good idea?

Mediation as a word has its origins in the idea of “a division in the middle” – finding a place that is “in the middle”. In early Christianity Christ was described as a figure who mediates between God and Man. By the 14th century the title mediator is used to describe a person who intervenes in a dispute between two people. This person attempts to find a “division in the middle” that will satisfy the disputing parties. So mediation always involves a mediator whose role is to facilitate those in dispute with each other who are wishing to find a “middle ground”. Those agreeing to mediation are taking a demanding route to resolve a dispute because both parties are required to find some alternative with the other. The mediator doesn’t come up with a solution. She enables but leaves those in dispute to find a solution. So you can imagine it can be quite an intense engagement.

Within the EATA structure there has to be a dispute between people that is recognised as such by both parties and that the parties involved sense that a “middle ground” can be found. The sort of disputes where a “middle ground” can be found are where the conflicts between people have a quality of uncertainty. The parties involved are effected by the actions of each other and want to find some new way to “get on”. Mediation has a role where those involved on the dispute want to find a way to resolve the conflict. They aren’t seeking a judgement on the action that someone took but a dialogue to resolve a difficulty that resulted from the action taken. Disputes over costs, what someone said in a therapeutic conversation, what someone said to a third party about someone else, how training is done are the sorts of disputes that mediation might be sort for as a solution.

In the TA world it can be very effective as we have a strong cultural value in finding and developing dialogue to resolve a dispute.

How is mediation done?

Mediation must always be freely entered into. It’s a process that requires dialogue and the finding of a solution is the aim of the process it requires resoluteness and commitment from all parties involved. The mediator’s job is not to come up with a solution, that is the task of those directly involved in the dispute, but to enable the creation of a solution. The solution will take the form of a signed agreement that outlines the future action of all parties involved that resolves the dispute. This means that the mediator approaches the mediation with the need to satisfy herself that it is freely entered into by all the parties. The mediator is going to maintain (a bit like a couple therapist!) a stance of neutrality towards both the dispute itself and the parties involved. This means that the mediator must not have any prior involvement with the dispute or the people engaged in it. Also those directly involved in the dispute must be in agreement with the appointment of the mediator.

There is always an agreed, transparent structure for a mediation. The participants know how many meetings there will be, how long they will be and when they will take place. Firstly the mediator meets with everyone involved to agree the structure and the ground rules such as confidentiality. Then the mediator will meet individually with each of the parties involved in the dispute to get to know the participants and to hear what the issue/s are for them and what, at this moment, a possible resolution would be. Then all parties meet together for the first of two joint meetings. At this meeting the dispute is aired, what happened and how it impacted on each of the parties is talked about. Usually there is then a period of a week or so for reflection and then a final meeting in which an agreement is reached. Once a resolution is reached then a signed agreement is made and the matter is closed.

When is it not a good idea?

First of all mediation must be entered into freely. It follows that it is not a good idea if any of the parties don’t want to do it. It’s also not suitable if the conflict involves a conflict where the behaviour, that is the source of the conflict, would usually be viewed so seriously that a sanction to practice might be applied. I’m thinking about situations of duality of role where, say, a practitioner has engaged in dual roles with a client that are prohibited like being a business or sexual partner. It’s also not a good idea if there is such a significant power differential between the parties that it would be extremely difficult for one of the parties to enter into the open exchange that mediation requires. Also if you engage in mediation you need a level of confidence that the mediator is neutral and will not take a judgemental stance. If all this is in place then it is a good idea.

For the next issue I will look at using arbitration as a means to settle professional and ethical disputes. This involves a more judicial like process but is very useful as a resolution to conflict

Robin Hobbes - EATA Ethical Advisor
Robin is contactable on robin@elantraining.org
**Book Review:**

**Co-Creative Transactional Analysis: Papers, Responses, Dialogues, and Developments**

By Keith Tudor and Graeme Summers

Published by Karnac Books, 2014

**Review by BRIAN FENTON**

I am delighted to review ‘Co-creative Transactional Analysis’ by Keith Tudor and Graeme Summers. Set out in chapters which can be read either separately or progressively, the authors plot their course from theory into method, describing both strands eloquently. There is enlightening clarity on how Tudor and Summers define and distinguish Co-creative TA from other strands of TA, drawing richly on referenced academic sources, as well as on their own personal experiences from the consulting room, and from educational and organisational settings. Included in the book are contributions from practitioners from different fields, highlighting the range of the Co-creative model.

While academic, the book is conversational at times, and an interesting read, one that provides the reader with a detailed account of a Co-creational position; including method, and a tour through the difficulties practitioners are faced with regarding the complexities of existence. In brief, the book is an education - a historical, current and forward-thinking account of the development of the neo-psyche. There is fascinating discussion on the nature of and development of Adult ego state, from Berne through Erskine, and a myriad of other influential TA authors through to Summers and Tudor themselves. The book is written in a manner where the reader is encouraged through modelling to find their own mind. Most refreshing are the dialogues between Graeme and Keith who demonstrate that they are continually working and reworking to find their own positions, both separately and together. At times they find points of agreement and at other times they settle with their individual differences. The atmosphere is one of thoughtful rebellion. Encouraging the reader away from authority and dogma, the authors map the shift from a modernist to phenomenological world-view, and through a rigorous research base, they situate ‘we-ness’ and present-centred relatedness as the central force of self-transformation.

The book includes a critique of ego states from a more classical definition as discrete organising structures, moving to that of ego states being metaphors within an integrating interconnected brain. Minds are viewed in relation to a contextual, situated self. All three, Parent, Adult and Child, ego states are viewed as ways of classifying experience, with Adult constituting integrating capacities, being viewed as the ‘mature psyche’. The authors focus on the importance of language and attempt to de-confuse the metaphors, comparing and contrasting what they see as a health-orientated, one ego-state model, with pathology-framed, three ego-state models.

Each ego state is depicted as a subjective experience with different qualities. While they acknowledge that all ego states mentalise, with Parent and Child attempting to regulate intensity, Tudor and Summers suggest that Adult is unique in that it has integrating, dis-integrating and non-integrating capacities, involved in healing, learning and living, both in and out of awareness. Their formulation of Integrating Adult then, includes unintegrated elements as quite normal, and shifts away from these elements as being necessarily pathological. This Integrating Adult is far removed from its computer-like status of old. The authors arrive (for now) at a situation of a one ego-state model of health within a three ego-state model of personality. Health and pathology sit side by side. Health provides opportunity for growth, pathology an opportunity for healing. They situate ego states within our organismic self-organising life force.

There is interesting discussion on ego states as dynamic process, such as in Relational Units (see Little, 2004), with the addition of the notion that relatedness is more than psychodynamics, and is underpinned by our self-organising actualising force. The latter is framed as that part of self that picks us up when we psychologically and emotionally collapse, and is an innate push to actualise through others. In adopting this stance it seems to me the authors are, in pluralistic fashion, defining a Relational approach within a more humanist frame. In doing so they endorse a reclaiming of humanistic basic assumptions, and move away from psychoanalytic determinism - while still retaining as a central tenet the psychodynamics of relatedness. This position, including intersubjective we-ness, leads us directly into the humanistic tradition of interpersonal here-and-now relatedness as the primary force of transformation. From this position, Tudor and Summers engage with us in animated discussions on the nature of relatedness itself including a framing of explicit and implicit, unconscious and non-conscious process from a co-creational position. Also included are reflections on how aspects of self, repressed from consciousness within the self, can be distinct from aspects of self being primarily repressed within relatedness. This notion of repression within a mind and repression between minds, reminds me of a distinction between one- and two- person self-development (Silverman 1996). One-person perspectives on self-development view self-organisation as primarily situated within innate drives and unfolding capacities supported by relationship, and these internal processes have developmental priority over the social interaction. In contrast a two-person perspective on self-development views the relationship itself, and in particular intersubjectivity, as the primary mechanism for development and self-organisation.
There is a much needed discussion on ontology and epistemology, where the authors work their way through theoretical stances, rooting Co-creational TA’s origins in Field theory and Social Constructivism. The notion of ego states as deriving from meaning is particularly relevant and reminds me of the dialectic where thought is viewed as deriving from being, in tension with being viewed as deriving from thought (Hunt 2009, p56). This leads me to want to add (which I feel Summers points to) that meaning also derives from the ego state we are in, including the innate self-organising forces within each of us shaping thoughts and feelings.

Co-creational method is described as focusing on ways of engaging creatively to engage the neopsyche. There is talk on how to elicit phenomenological change, including emphasising the attitude of the practitioner, and on the challenges practitioners face in moving between modes of relatedness, such as from one- to two-person modes (see Stark 1998). Insight is viewed as the result of change, distancing the co-creational model from the more top-down cognitive models. The role of the therapist is ultimately viewed as that of facilitating suspension of transferential expectation, and of inviting a co-creating of fresh experience.

Empathy is viewed as the key co-creational method and is defined from a Co-Creational perspective, distinct from other relational perspectives such as Erskine & Trautmann (1996), or Hargaden and Sills (2002). In relation to Erskine, the authors propose a shift from therapist as provider of empathic attunement to a position where there is a mutual shared experience. Power in the therapist is realigned to power in the patient and in the co-creational field. Understanding of cultural and social context is viewed as most relevant in terms of the ability to achieve empathy.

Different contributors include Laurie Hawkes who uses the concept of dance beautifully to describe her understanding of co-creational and the moves from self to self-other. Marco Mazzetti poignantly emphasises cultural context and cultural countertransference, the difficulties with expectedness, and the continual struggle to empathise. Gregor Zvelc extends Integrating Adult into notions of relational schemas (and what better schemas are there out there than Parent, Adult and Child?), describing mindfulness as a key feature of the neopsyche’s integrating process. He reiterates a key issue - that relational is a philosophical assumption more than any particular mode of relatedness. Trudi Newton aptly explores the educational field including community learning and how a community defines itself through its attitudes to learning. In doing so she points to some key elements that emerge in all fields, and ultimately to our existential nature of being self and self-other. Empathy, mutuality and context (two-person plus) are her foci. Helena Hargaden descriptively throws light on the notions of the relational third as interrupting the dyad to expand the range of co-creation. In doing so she eloquently challenges traditional perspectives on the pathologising of feelings.

Also highlighted are implications, developments and possibilities of a Co-creational approach. In particular I enjoyed the reconsidering of impasse resolution as relational, including intersubjective process. Intra-psychic, interpersonal and intersubjective impasses are described using original terminology such as past-past, past-present and present-present impasse. Included in this is a here- and-now impasse between two distinct frames of reference - as with cultural differences. Importantly, the book proposes that different impasse types can run simultaneously, with client and therapist, at times mutually progressive and at times mutually regressive. The latter matches more with the human condition, where we function at levels of relatedness. The descriptions of applications of the model are also extended into group work, and there is even an informative Co-creational TA 101 prospectus.

From the challenges and reflections I have personally gleaned from engaging with this book I can recommend it without hesitation as essential reading for intermediate and advanced students of TA as well as for qualified practitioners who want to understand the formation and workings and impact of a Co-creational approach within the different fields of application of TA.

References

The review is published in “The Transactional Analyst” – the magazine/journal of UKATA: http://www.uktransactionalanalysis.co.uk/ta-magazine/

Brian Fenton, Psych B. Sc. (Hons), is a Provisional Training and Supervising Transactional Analyst and UKCP registered psychotherapist in private practice. He has a particular interest in the development of Relational Transactional Analysis. He can be reached by writing: Brian Fenton, 25 Fitzroy Rd., Whitstable, Kent, CT5 2LG, or Email brianfenton@yahoo.co.uk
News from PTSC

Our acuteness is in each word

Jacques Moreau, TSTA O in Francei sent a request to PTSC to modify the word « racial » in the first item of the CTA oral scoring sheet for psychotherapy.

PTSC agreed to do this change and it is already done in the handbook and in the scoring sheet.

Why are we doing this?

Listen to Jacques’ arguments:

“If we can agree on the spirit of the first item of the scoring sheetii, we must be very careful when using the word “racial”. Indeed, this word refers to a 19th century theory which underlined the superiority of some races upon others and led to dramatic consequences.

Furthermore, the scientific communities seem to agree on the fact that there are no human races within the human race. According to Langaneyiii: “in fact, there are no genetic markers of the race. Whatever the genetic system, we cannot isolate phenomena which are both present in all “Black people” and missing in all “White people”.

My proposal is to use the word “ethnic” to stay aware of the singularity of each person.

As TSTA, I know that the members of EATA have a deep respect for people and show it through an unconditional acceptance. Our association must keep an OK / OK position in the choice of words in our publications because of the current context of tensions between various communities in Europe and around the world.”

So many thanks to you Jacques for having pointed out this word to PTSC. Indeed, we must pay attention to the correct use of words in our publications.

Elyane Alleysson, Chairperson of PTSC

Exam successes

Congratulations!

Edinburgh, UK
April 8th/9th, 2015

Judith Carson, CTA-P
Fiona Firman, CTA-P
Ovidiu Harasemiuc, CTA-P
Elizabeth Heatley, CTA-P
Patricia Neilson, CTA-P
Carol Owens, CTA-P
Neil Percival, CTA-P
Paul Robinson, CTA-E
James Sedgwick, CTA-P
Cor Van Geffen, CTA-O
Linda Wijers, CTA-O
Anne Tucker, TSTA-O

Thanks to exam supervisors:
Frances Townsend and Mark Head

Thanks to the examiners:

Jim Davis
Beverley Ellis
Peter Flowerdew
Mo Felton
Adena Franses
Thorsten Geck
Harry Gerth
Sheila Halliday
Birgitte Heiller
Val Heppel
Robin Hobbes
Paul Kellet van Leer
Allison Knell
Lieuwe Koopmans
Barbara Laljee
Adrienne Lee
Hayley Marshall
Janni McFarlane
Shirley McKenzie
Cathy McQuaid
Karen Minikin
Günther Mohr
Alastair Moodie
Josephine Murray-Smith

Rosemary Napper
Trudi Newton
Briony Nicholls
Hanna Parkhodko
Ioana Preda
Gerry Pyves
Helen Rowland
Mil Rosseau
John Renwick
May Senior-Johnson
Salma Siddique
Maja Stoparic
Jane Todd
Julia Tolley
Ian Tomlinson
Marion Umney
Mayke Wagner
Carol Waine
Kerri Warner
Enid Welford
Martin Wells
Mark Widdowson
Andy Williams
Marilyn Wright

There is a small correction from last EATA newsletter: Yannick Quenet is TTA-P now. Congratulations!
Exam Calendar

Future dates and Venues of COC oral TA examinations and TEW’s

2015

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<th>Type of exam</th>
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<th>Venue</th>
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<td>CTA/TSTA</td>
<td>July 7th - 8th</td>
<td>Rome</td>
<td>CTA Rosanna Giacometto: <a href="mailto:rgiacometto@gmail.com">rgiacometto@gmail.com</a></td>
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<td></td>
<td>TSTA Sue Eusden: <a href="mailto:smeusden@gmail.com">smeusden@gmail.com</a></td>
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<td></td>
<td>July 13th - 15th</td>
<td>Rome, Italy</td>
<td>Coordinator: <a href="mailto:Sabine.Klingenberg@abakushad.de">Sabine.Klingenberg@abakushad.de</a></td>
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<td>CTA</td>
<td>Nov. 2nd &amp; 3rd</td>
<td>St. Petersburg, Russia</td>
<td>Sue Eusden: <a href="mailto:smeusden@gmail.com">smeusden@gmail.com</a></td>
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<tr>
<td>CTA/TSTA</td>
<td>Nov. 6th &amp; 7th</td>
<td>Louvain La Neuve Belgium</td>
<td>CTA Monique Maystadt: <a href="mailto:monique.maystadt@gmail.com">monique.maystadt@gmail.com</a></td>
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<tr>
<td>CTA / TSTA</td>
<td>Nov. 12th - 13th</td>
<td>Roesrath, Germany</td>
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<td>Istanbul</td>
<td>Coordinator: <a href="mailto:Sabine.Klingenberg@abakushad.de">Sabine.Klingenberg@abakushad.de</a></td>
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2016

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<td>TEW</td>
<td>March 19th – 21st</td>
<td>Krakow</td>
<td>Coordinator: <a href="mailto:Sabine.Klingenberg@abakushad.de">Sabine.Klingenberg@abakushad.de</a></td>
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<td>Hinkley, UK</td>
<td>TBA</td>
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<td>TBA</td>
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<td>July 11th – 13th</td>
<td>Geneva</td>
<td>Coordinator: <a href="mailto:Sabine.Klingenberg@abakushad.de">Sabine.Klingenberg@abakushad.de</a></td>
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<td>Nov 10th-11th</td>
<td>Rösrath, Germany</td>
<td>TBA</td>
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<tr>
<td>TEW</td>
<td>December 2nd – 4th</td>
<td>TBA</td>
<td>Coordinator: <a href="mailto:Sabine.Klingenberg@abakushad.de">Sabine.Klingenberg@abakushad.de</a></td>
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COC Examinations: For all regulations regarding the application and requirements for these exams please see the training standards handbook.

TEW: to attend the TEW’s contact Sabine Klingenberg, TEW coordinator: Sabine.Klingenberg@abakushad.de

TSTA: apply to Alessandra Pierini the EATA Supervising Examiner: alessandra.pierini@physis.org; (Mail address: Alessandra Pierini: Via di Torrevecchia 141, 00168 Rome, Italy)

Waiting list: March 2009 – COC agreed the following: Most people are aware of the waiting list for TSTA exams and can take individual responsibility for checking the availability of places with the supervising examiner. The S.E. keeps a list and if there is a place available in the next exam site she will give them this place. The S.E. will not accept anyone for a place if they have not completed all requirements when they apply.

CTA: apply and send your written exam to your EATA Language coordinators.
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