



Volume 4: Issue 3

Newsletter

Septem-

Conference and AGM issue

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Editorial

Welcome back after the summer break!

As the nights are beginning to draw in here in the UK, our thoughts are turning to Conference and the AGM, which are almost upon us. If you wish to make a last minute booking, there is a booking form inside this issue, together with the definitive list of workshops.

New in this issue is the section on **book reviews**. We have three reviews this month, covering some very different texts. We would be interested to get your feedback on these reviews, so do write in and tell us. And, since we should like this to be a regular slot, please send in your own book reviews in time for the December issue.

Jenny

Another new departure is the **crossword**. We can't guarantee to supply one every issue, but have fun completing this one. And, if anyone out there would like to compile a crossword for our Christmas edition, please do so, and send it to us before the copy date (November 20th)!

IDTA is **your** organisation, and the IDTA newsletter is for **you**, so do make the most of it. Any news from your training groups or any reflections on your own TA journey are always welcome. Contributions from you, the members, are most vital part of the newsletter.

I look forward to seeing many of you at Conference.

Jenny Labbett

Copyright policy

Please note that all articles in the IDTA newsletter are copyright [©] to the author. They can be reproduced elsewhere, provided that the author is named and the article is referenced as follows:

This article first appeared in the IDTA newsletter, (month) (year).

IDTA Membership Benefits

- Conferences and events with a DTA focus
- Access to professional qualifications and proficiency awards
- Forthcoming e-journal
- Membership of a worldwide TA community
- Internet-based Professional Register
- Networking with others who share your interest in developmental applications of TA

Notes from the Chair

Giles

Dear Colleagues

Welcome to this pre-conference newsletter. Hopefully you will have made your booking and be looking forward to meeting up in London for the annual conference. This year we are especially pleased to be hosting the **EATA examinations** – something we have been seeking for several years. We have a cracking range of **workshops** and keynote **presenters** as well as a great venue in the heart of London.

The **Annual General Meeting** will be held on the Friday evening at 5pm after the afternoon workshops and prior to the conference evening meal and programme. Again, I hope you will make time to attend and support the election of the new Council.

As many of you know, I will be standing down from Council having served the maximum term. I would encourage you to consider being involved in Council or identify others who might play a role in the running of the organisation. Please let us know your nomination by contacting Christine Brain, our administrator.

So, roll on the end of September, the exams and conference!

Giles Barrow

IDTA Conference, Friday 2nd October 2009, London

8.30 onwards	Registration	Tea, Coffee & Biscuits	
9.15	Welcome	Giles Barrow – Chair, IDTA	Grosvenor Suite
	Keynote address	Jean Illsley-Clarke TSTA(E) The Inner Push Toward Growth: The Engine of Development	Grosvenor Suite
11.00	Workshop	Adding Temperament to Development in Support of a Growing Child or an Employee in a Changing Organization. Jean Illsley-Clarke TSTA(E) Development has its own timetable, and temperament seems to have its own profile. How can we connect the child's or employee's temperament and development with the parent's or manager's temperament and situation? Use Helen Neville's temperament assessment and new research on development to create a Developmental Parenting Highway map that can help improve parenting behaviors. Or combine Neville's temperament assessment with Trudi Newton's and Rosemary Napper's developmental information on supporting change in an organization.	Prince Arthur Room
11.00	Workshop	Donkey Bridges for Developmental TA Julie Hay TSTA (O&E) It is now ten years since I presented the original version of this session at an International TA Conference. A book arose from it because I was asked to provide my lecture notes for the Japanese interpreter! I am now working on the 2nd edition of that book, which will incorporate many new and updated donkey bridges (this term refers to the sub-title of the book - ways of making TA accessible and memorable). This time, I will present a range of updated models for presenting TA with a positive psychology slant and in a way that is easy to teach and learn. We will also look at how you can use these within your own professional context.	Belgrave Room
11.00	Workshop	A TA Psychometric Tool for Real : TIFF© in Action Jane Hicks The introduction will set the scene for using TIFF as an integral element of a project offering personal and business development. An overview of the Functional Fluency model will be offered. TIFF will be explained as a psychometric tool. Evidence as to how TIFF works will be shared using stories from the project participants themselves. An exercise to explore people's hopes and fears about using psychometric assessments will be used. Workshop participants' views will then be compared with what happened in the project.	Prince of Wales Room
13.00	Lunch		Chez Gerard

IDTA Conference, Friday 2nd October 2009, London

14.00	Workshop	<p>‘Beauty is in eye of the beholder.’ Rosée Elliott & Heather Matheson-Aiken</p> <p>This workshop will:</p> <ul style="list-style-type: none"> • discuss the importance of transparency and political awareness when working with young children and their parents given our leadership positions in school. • share the pupil’s and parent’s voice, reflecting on the impact of their TA experiences on their personal development and growth • invite you to explore the potential of working co-creatively to facilitate understanding of self and others within a learning community, using a solution-focussed coaching approach. • challenge thinking around the roles of learners and teachers; are they one and the same? 	Prince Arthur Room
14.00	Workshop	<p>Conflict Resolution Through Hearts and Minds Anita Mountain TSTA (O &P) & Chris Davidson PTSTA (O)</p> <p>We will explore the nature and psychology of conflict. Often loyalty and a sense of injustice promote division and polarization, partly through the need to convince others that we are right. Loyalty can also be encouraged and used by others for their own ends.</p> <p>The workshop will aim to promote the use of hearts as well as minds. By becoming aware of psychological and group dynamics we hope to co-create alternatives to division and polarization. We will link Audergon’s work with TA concepts so come along and find ways to move from a hope-less to a hope-full position.</p>	Grosvenor Suite
14.00	Workshop	<p>“Play up, play up and play the game”. Susannah Temple CTA (E) and Sue Ashby</p> <p>This experiential workshop gives participants an opportunity to play the newly devised and produced Functional Fluency Game and get to grips with the 9 Behavioural Modes in a supportive and challenging environment. There will also be time to discuss participants’ responses to playing the game and to explore the Functional Fluency model in greater depth and detail.</p>	Belgrave Room
14.00	Workshop	<p>Small Steps, Big Difference Anthea Harding and Vicky Towler</p> <p>This workshop is about understanding ourselves and others in order to promote growth and success in learning for adults and children.</p> <p>Our workshop considers the themes of co-creativity, growth and mindful use of power for children and adult learners. As educators we have observed that when people experience difficulties with learning the issues have a similarity for both the above groups regardless of their age. With a focus on these issues the session will address ways in which TA can be used in learning situations to facilitate change and growth.</p>	Prince of Wales Room
16.30		Close	
17.00		IDTA AGM	
19.30		Gala Dinner & Disco	Grosvenor Suite



IDTA Conference, Saturday 3rd October 2009, London

8.30 onwards		Tea, Coffee & Biscuits	
9.15	Welcome	Giles Barrow – Chair, IDTA	Grosvenor Suite
	Keynote address	Colin Brett TSTA(O) What is Excellence in Developmental Transactional Analysis?	Grosvenor Suite
11.00	Workshop	Star light , star bright... an educational and social perspective of Potency Evelyne Papaux PTSTA (E) I want to present and share the idea of a new model, a visual metaphor describing autonomy and promoting interdependency and cooperation. The workshop will be an invitation to discover this model and experiment in which ways it could make meaning of each one professional experience and excellence in using developmental TA.	Prince Arthur Room
11.00	Workshop	Elders & Elderly: The Art of Growing Old Gracefully Giles Barrow TSTA(E) This workshop will consider the challenges and dilemmas of the older adult and specifically with regard to psychological well-being. The session will refer to a combination of Adlerian concepts and ideas from <i>Growing Up Again</i> by Jean Illsley Clarke. At the heart of this consideration is the dilemma of how the individual achieves continuing engagement in life whilst acknowledging the inclination to withdraw. Participants will have opportunities to think and discuss implications for how we support, and can be supported by, older adults in our work and wider community.	Belgrave Room
11.00	Workshop	The Organisational Script Experience Anne de Graaf TSTA (O) Organizations are essentially seen as patterns of human behavior. In other words, it is human activity that is organized. Using script theory to analyze organizational culture i.e. human behavior may enlarge our understanding of (dys)functional aspects of organizational functioning. To understand what is going on in organizations the individual is to be looked at from the position of the organization and the organization from the position of the individual: a 'socio-' and a 'psycho-' perspective. This reflects the fundamental hybrid character of the concept of script! In this workshop you will have an opportunity to do some research in how the story of your life (= personal script) influences the story in an organizational context (= organizational script), vice versa.	Prince of Wales Room
13.00		Lunch	Chez Gerard

IDTA Conference, Saturday 3rd October 2009, London

14.00	Workshop	<p>TA and Research - How do we know what we know?</p> <p>Trudi Newton TSTA (E)</p> <p>Enthusiasm for TA and numerous personal and professional stories of success and awakened awareness can sometimes obscure the reality that TA psychology has limited research-based evidence to support our beliefs of effectiveness. In the workshop we will experiment with designing plans for TA-linked research and use examples from some recent projects to explore what we can learn, what we can know and how we can know we know it.</p>	Prince Arthur Room
14.00	Workshop	<p>Members and Undifferentiated Slots</p> <p>Lynda Tongue PTSTA (O)</p> <p>“Undifferentiated Slot,” rather than a term of abuse is the name Berne used to label those we do not know prior to entering a group. In this workshop, we will examine the nature of transference and its relationship to the dynamics of power and how this relates to the overall success of an organisation.</p> <p>We gather together in groups for learning, for working together, for sport and for playing together and what goes on between people at the psychological level has a direct impact not only on our achievements, but also, eventually on our health and well-being. Come and explore!</p>	Grosvenor Suite
14.00	Workshop	<p>Morale, Equipment and Organisation - Leadership from a TA Perspective</p> <p>Bill Heasman PTSTA (O)</p> <p>Eric Berne, in his second book, <i>The Structure and Dynamics of Organizations and Groups</i>, mentions that any consultant would do well to have the motto ‘Morale, Equipment and Organisation’ on a plaque above their door. In this workshop we will explore what Berne meant by this and focus specifically on the importance of morale. Together we will examine TA leadership theories that promote the morale of groups and organisations whilst encouraging cohesion and the autonomous worker.</p>	Belgrave Room
14.00	Workshop	<p>Making Sense of Behaviour</p> <p>Steve Russell</p> <p>This workshop will give a brief overview of the Cycle of Development.</p> <p>We will explore: ‘How has the theory been used to enhance school-based staff’s understanding of the links between emotional development and pupils’ behaviour?’ ; and use the Wall problem-solving resource, including reference to first principles of design which emphasised the need to empower staff through adopting a solution-focused problem-solving approach.</p>	Prince of Wales Room
16.00		<p>Conference appreciation - a concluding process</p> <p>Giles Barrow TSTA (E)</p>	Grosvenor Suite
16.30		Close	

IDTA Conference 2009 booking form

<h2>Delegate details</h2> <p>Organisation: _____</p> <p>Name: _____</p> <p>Job title: _____</p> <p>Address: _____</p> <p>_____</p> <p>Postcode: _____</p> <p>Tel: _____</p> <p>Fax: _____</p> <p>Email: _____</p> <p>Contact name and number for enquiries: _____</p>	<h2>Payment details</h2> <p>I enclose a cheque made payable to IDTA for £_____</p>																				
<h2>IDTA Conference London Registration details (please tick)</h2> <table border="1"> <thead> <tr> <th>Two day rate 2 & 3 Oct 2009 (including conference dinner)</th> <th>Normal rate</th> </tr> </thead> <tbody> <tr> <td>IDTA members rate</td> <td>£257.00</td> </tr> <tr> <td>Non members rate</td> <td>£297.00</td> </tr> <tr> <th>One day rate (excluding conference dinner)</th> <td></td> </tr> <tr> <td>2 Oct: IDTA members rate</td> <td>£120.00</td> </tr> <tr> <td>2 Oct: Non members rate</td> <td>£145.00</td> </tr> <tr> <td>3 Oct: IDTA members rate</td> <td>£120.00</td> </tr> <tr> <td>3 Oct: Non members rate</td> <td>£145.00</td> </tr> <tr> <td>Conference dinner</td> <td>£50.00</td> </tr> <tr> <td>Room rate* £106.00</td> <td></td> </tr> </tbody> </table> <p>Special requirements</p> <p>I require a vegetarian meal _____</p> <p>I require disabled access _____</p> <p>Other _____</p>	Two day rate 2 & 3 Oct 2009 (including conference dinner)	Normal rate	IDTA members rate	£257.00	Non members rate	£297.00	One day rate (excluding conference dinner)		2 Oct: IDTA members rate	£120.00	2 Oct: Non members rate	£145.00	3 Oct: IDTA members rate	£120.00	3 Oct: Non members rate	£145.00	Conference dinner	£50.00	Room rate* £106.00		<p>Please invoice me at the following address: _____</p> <p>_____</p> <p>BACS, Bankers Draft or Swift</p> <p>Bank plc: _____</p> <p>Account No: _____</p> <p>Sort Code: _____</p> <p>Confirmation of your registration will be emailed to you within one week of receipt of your application form.</p> <p>Joining instructions will be sent three weeks prior to the event.</p> <p>Fees include tea, coffee, lunch and documentation.</p> <p>SIGNATURE: _____</p> <p>DATE: _____</p> <p>Please return to: admin@instdta.org</p> <p><i>or</i></p> <p>IDTA, Fairfield House, Ferry Road, Bawdsey, Woodbridge, Suffolk, IP12 3AW</p>
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	<p>* For room bookings, please contact the hotel directly, quoting IDTA Conference. Tel: +44 (0)207 868 6258 Fax: +44 (0)207 868 6222 Hotel website: www.grosvenor-victoria.com</p>																				

Notice of Annual General Meeting

IDTA Annual General Meeting

5pm, Friday 2nd October, 2009

Grosvenor Hotel, Victoria, London

1. Agenda
2. Welcome
3. Minutes of the last AGM (to be circulated at the meeting)
4. Matters Arising
5. Chair's Report
6. Treasurer's Report
7. Election of Officers and Council Members

Call for nominations

The Council invites nominations for Council membership for election at the AGM. The current Council membership is as follows:

Chairperson	Giles Barrow
Vice Chair	Vacant
Treasurer	Lisa Holmes (co-opted)
Secretary	Anthea Harding

Ordinary Members	David Dobedoe
	Bill Heasman
	Joe Holmes
	Jenny Labbett (co-opted)
	Deborah Robinson (co-opted)
	Vicky Towler (co-opted)

All positions are for re-election. Giles Barrow completes his full term and is not eligible for re-election. Technically the deadline for nominations is the date of the AGM. However, to enable an effective election process, Council request nominations to be submitted by Friday 11th September. Nominations should be made to Christine Brain, IDTA Administrator, either by email or post.

Council membership

The following notes provide an overview of roles, responsibilities and expectations regarding Council membership. This information is not intended as a comprehensive statement of the work of Council members. An induction pack for new members is currently being developed.

The regulation of Council membership is described in the IDTA constitution and Company Memorandum. Both documents are available from the IDTA secretary.

The IDTA is registered as a charity and a limited company. Elected Council members are listed both as Trustees and Directors. This does not apply to co-opted members of Council.

Council members can expect to meet several times during the year, either face to face or via teleconferencing. Typically, there are 4/5 direct meetings and 5/6 teleconferences per year. The convention has been for one of the direct meetings to involve a residential dimension.

The constitution requires 4 officer posts and a number of ordinary members, the specific roles of which can be determined by the Council. Typically, this has been negotiated on a yearly basis.

Council membership is carried out on a voluntary basis; postholders are NOT paid for their time. However, individuals can claim expenses for attending meetings. Claims are made to the treasurer and are payable after the first £25.

In addition to participating in full Council meetings, members can expect to be involved in tasks specific to the needs of the organisation and the interests of the individual. For example, conference organisation, TAPACY moderation, website management, membership, publicity.

Giles Barrow

July 2009

TAPACY Moderation in Kent

In May this year Giles Barrow and I went to Medway to moderate the work of a group of youngsters who had completed their TAPACY work. Their ages ranged from about 7 to 16 and they were impressive with their TA knowledge. It was my first experience as a moderator so I felt a little anxious about 'getting it right'!

We arrived to a hall buzzing with enthusiasm as the children had huge support from family and friends who were present for the occasion. To one side of the hall there was a table set out with nibbles and cakes so there was a clear intention to celebrate every child's achievement, which we did at the end.

After Giles had introduced us and involved all present in some tasks to get everyone mixing, he and I circulated in order to meet the children. Each child had created a 'tool-box' of TA concepts which were helpful to them in getting along with others. This gathering was their opportunity to show off their work and share their knowledge. During this period I was struck by the extent of the involvement of parents working with their children in order to achieve this award. It was very apparent that whole families had benefited from the TA experience. Also, I was moved by children who initially shied away from speaking, even in a one to one situation. With a little gentle coaxing they were able to find their voice to demonstrate what they had learnt and rejoice in their achievement.

Every child was awarded with a badge and certificate before they attacked the cakes! As the group dispersed one child's grandparents came up to me, shook my hand and thanked me profusely for everything I had done. I felt a fraud as I hadn't been involved in the 'hard' work but realised that these people must have witnessed a considerable change in their granddaughter as she grew in her TA knowledge.

I felt very privileged to have been present on that day of celebration.

Anthea Harding

Sept. 2009

Notes from a short visit

Once upon a time in 2008 my two children (Rebecca, 12 and Marlene, 8) and I decided to go to England for two school terms in 2009 to enhance our English speaking skills, for me to spend some time on networking and for them to go to school in the UK.

Travelling to England only seemed to be a small sidestep from my home country Germany. I didn't expect to be confronted with any major cultural differences – after all we were all part of a United Europe. The more it was interesting how many subtle things caught our eye, some of which I am happy to contribute in this article.

Especially for my children living for the first time in another country brought many surprises: starting with driving on the left hand side, turning the water taps in the other direction, much lower windows and door handles or the windows opening with the handles in the other direction – to mention only a few differences. A lot of these differences felt “wrong” for them and we often discussed that “different” is not necessarily “wrong”. They were struggling to revise their frame of reference.

After a few days Rebecca asked me “Mum, why do the English do nearly everything different from the continent?” When I asked her back why she herself thought that was, she became very thoughtful and finally answered “Do you think it is because the queen wants her people to be different and special?”

We all enjoyed our seven month stay in Bristol very much. We were nearly overwhelmed to encounter predominantly very helpful, friendly and open-minded people. We actually didn't expect so much hospitality and interest. Unconsciously I even expected some reserve because of Germany's unfortunate history and was surprised about lots of positive reactions. For example people seemed to think highly of German technology and our restaurants. There also was a positive resonance to the film “The Reader” in which the German word “Vergangenheitsbewältigung” (to come to terms with the past) was used in a very respectful way.

Altogether the English friendliness was remarkable and sometimes even a bit strange for us. Thus people often said “Sorry!”; not only to apologise but also when somebody else made the mistake or they wanted to emphasise something. For example, I once nearly knocked somebody over with my bike and it definitely was my fault. Before I could react, his automatic reaction was “Sorry”. Also the kids discovered in the very beginning that even the boys are friendly in England (which is “uncool” in Germany). All in all I came to the conclusion that the English culture has been knowing what brain research is only just about to discover: giving other people positive strokes stimulates positive feelings in your amygdala and thus always also is self-gratification.

Notes from a short visit (contd)

There is an often used English expression we don't know in German: "take care". When I heard this the first time my spontaneous reaction was "Of what? What is so dangerous?" All in all the English people not only seem to be friendlier than we are but also much more careful and safety-conscious. How often did I hear that this or that would not be possible because of the health and safety regulations! I forgot who suggested the sixth TA driver "be careful", but in England often the thought came to my mind that this could be a very fitting idea.

For German people one really "English" institution seems to be the post office. In this agency it is not only possible to buy stamps, do the usual postal stuff and manage the banking business, but people also can apply for passports, contract insurance and do for strangers mysterious lots of other things. But the main importance of a post office seems to lay in its relevance as a meeting point. Instead of serving an unbelievable "ridiculously complicated internet banking system" (like an English friend of mine phrased it), they enjoy chatting and socialising. It seems to be one of the main English sources for contact and stroke exchange.

Probably the post office is one of the sources which are responsible for the German prejudice that English people love queuing. They don't! Very often I saw English people swearing under their breath while queuing and also leaving too long queues. My hypothesis is that they hate queuing as much as German people do. Service oriented Supermarkets for example try to prevent their costumers from queuing as much as possible. We only don't see so many queue-annoyed people in England. Because of their generally higher discipline and social consideration they really queue instead of forming wild stampedes like in other European countries. And the English really perfected the queuing systems, which can easily be seen at every English airport.

Another prejudice about England is the weather. Whenever I told somebody in Germany that we planned to go to the UK their spontaneous reaction was "Oh, do you like rain?" And the English "weather self esteem" indeed is very low. They believe they have a rainy country which is only partly true. From January to July it was mostly sunny and dry in the southwest with a generally much milder climate than on the continent. Often it was nearly Mediterranean. I remember only a few rain showers and many moments when I sat in the sunshine. When I came back to Germany and people asked me where I got the nice sun tan, they laughed incredulously: England? Nothing is as long lasting as a strong frame of reference!

Jutta Kreyenberg
 Institute for Coaching & Mentoring
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info@coaching-mentoring.org



TA Training with Mountain Associates

Foundation Course in Transactional Analysis

This course will give you an in-depth grounding in TA – the next step in your learning after an Introductory TA101 course, and is suitable for all fields of TA.

The course will consist of six three-day workshops spaced over six months in 2010:

21-23 January
22-24 April

25-27 February
13-15 May

18-20 March
24-26 June

You will have the opportunity to develop:

Understanding - in depth coverage of the main Transactional Analysis concepts

Skills - discussion and development of your skill in the application of TA

Knowledge - we will share:

- an in-depth coverage of a range of TA models and concepts
- opportunities to develop application skills

Facilitated by: Chris Davidson, PTSTA (O) in Desford, Leicestershire

Getting to Grips with Groups

27-29 April, 2010 Venue: near Dublin, Ireland

This residential group work course will offer you the tools to lead and facilitate in the therapy, training or board room. Facilitators work in diverse situations for which many have not been trained. This course provides essential support for you to build your groupwork skills and develop your own style.

Facilitated by: Anita Mountain MSc (TA Psychotherapy), CTA (O/P), FITOL, TSTA (O/P) and Chris Davidson PTSTA (O)

Book Early for up to £125 discount on the fee. See our web site (below) for details.

For further information about these and other programmes go to our website.
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Book review

Soil and Soul: People versus Corporate Power

Alistair McIntosh

At last year's conference Emma Bradshaw referred to this title in the keynote speech and I knew immediately that I needed to get hold of a copy; I was right. For me this has become a profoundly important book and I have spent several months taking time carefully reading and savouring both the narrative and reflections that interweave.

On the surface, the book tells the real-life tale of two Scottish campaigns focussed on preserving natural beauty and safeguarding communities. Through careful research, long-term planning and a bit of luck both campaigns prove successful and ground breaking; a majestic mountain is saved from being turned into Europe's biggest gravel pit and a group of islanders become the first to claim liberation from the feudal laird system that has bedevilled small, remote communities for centuries.

The book would be a wonderful read if it were only about the campaigns, however, McIntosh is a remarkable person and a gifted writer. Influenced by his Quaker faith, an enduring commitment to sustainability and determination to promote social justice, he creates a narrative that is truly beautiful. On the one hand there is the natural drama of the unfolding campaigns whilst on the other he makes connections with a tremendously rich range of cultural, political, environmental, scientific and faith-based traditions. His reach extends well beyond his native Scotland and into European, Native American and Asian influences.

I think for those readers wedded to western empirical rationalism the book will be a challenge. McIntosh embraces the ecological, spiritual and rationalistic traditions that inform an extraordinary eclectic frame of reference. Whilst there are many references to psychological and therapeutic constructs this is not a book about psychology, let alone TA. Nevertheless, as a TA practitioner I found so much that resonated with my own work:

Because we are all interconnected, living with one another means getting to know one another's stories. It means understanding one another not just on the surface but from the inside out. That means listening with an ear of love tuned to nothing less than beauty. It means listening for truth – including the tough truth that always flows from stories that require confession, forgiveness and redemption. And what is this 'past' that is the stuff of story but a wave on eternity's ocean. And what are we today but its surf-tossed leading edge. This is a thrilling place in which to be alive. (p. 46)

Contd

Soil and Soul (contd)

As McIntosh develops his work a scheme emerges which continues to echo for me months after reading the book, and I think will increasingly inform who I think I am and what I do. McIntosh gets closer to clarifying his purpose and in the final paragraphs declares an agenda for our time – and perhaps all time:

If humankind is to have any hope of changing the world, we must constantly work to strengthen community. We need first to make community with the soil, to learn how to revere the Earth. In practical terms, that means ecological restoration, walking lightly in the demands we make of life –

Second, we need to make community of human society. We need to learn empathy and respect for one another simply so that people can get the love they need. In practical terms, that means developing an inclusive sense of belonging, identity and values. It means... insisting on psychological honesty, finding the courage to face necessary confrontation with equanimity; shifting from competition to co-operation in politics and economics.

And third, but not least, we need community of the soul. Whatever our religion or lack of one, we need spaces where we can take rest, compose and compost our inner stuff and become more present to the aliveness of life. (p.284)

Some may find his style leans to New Age-ism although the sharpness of McIntosh's strategy, academic prowess and political nous is not typical of the idealistic, confused thinking of the stereotypic hippy. Others may find that it takes several chapters before the drama of the campaigns begins to form, although this criticism misses the broader aims of the book. And I know that for those who deny the damaging impact by humankind on our planet, the deterioration of community and disregard for the soul their resistance will be inflamed. For the rest of us, this is a wonderful read.

Where, then, might we start?...Test a course of action with the touchstone of service. Ask: does it help the poor? Does it restore the broken in nature? Does it bring music to the soul?

In short, is it concerned with the blossom? (p. 284)

Review by Giles Barrow

Book review

The Shack

Wm Paul Young

My daughter started reading this book and was instantly 'hooked' by it. I knew nothing about the story so was quite surprised when one evening she asked me if I thought The Father, Son and Holy Spirit would fit with PAC. My surprise had a lot to do with the fact that she has little knowledge of TA, so I was curious about what was in this book that could have sparked that idea for her.

I was duly presented with my own copy of The Shack and I too became 'hooked'. As I read I held my daughter's question in my head and became absorbed with it. I'm not going to say here what I decided but I really recommend this book. If by the time we go to Conference you have read it, come and find me so that we can share thoughts as to whether or not the Trinity fits with PAC!

Review by Anthea Harding

Book review

Ethicability

How to decide what is right and find the courage to do it

Roger Steare

This little book is easy and fun to read, and for the first time allowed me to frame my ethical position in a way that made sense to me, aligning my beliefs and behaviours.

What is ethicability®? Ethicability® is a decision-making and cultural framework that helps people stop, think, talk, unite - and then do the right thing.

Steare describes three ways in which people commonly view ethics, linking them to ancient and modern philosophers:

Rule Compliance: defined by legal rights and duties

Social Conscience: what is right or acceptable in a particular society

Principled Conscience: being guided by our moral principles

He sets out a framework within which to consider your own ethics and offers a number of case studies to help draw out key issues.

A key part of the framework is to consider what is RIGHT?:

What are the **R**ules?

Are we acting with **I**ntegrity?

Who is this **G**ood for?

Who could this **H**arm?

What's the **T**ruth?

He also scatters lots of relevant and also fun quotes; here are two of my favourites:

“When you encounter difficulties and contradictions, do not try to break them, but bend them with time and gentleness.”

Saint Francis de Sales

“You know the very powerful and the very stupid have one thing in common. They don't alter their views to fit the facts, they alter the facts to fit their views, which can be very uncomfortable if you happen to be one of the facts that needs altering.”

Doctor Who (BBC)

Read it and enjoy.

Review by Debbie Robinson PTSTA(O)

Steare, R. (2006). Ethicability. Great Britain, Roger Steare Consulting Limited

www.rogersteare.com

www.ethicabilitytest.org

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Transactional Analysis in Organisations

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managers, coaches
and consultants*

Start dates:

TAO1 - foundations of TA	27 January 2010
TAO2 - coaching with TA	25 January 2010
International CTA workshops	2-4 December 2009 16-18 April 2010



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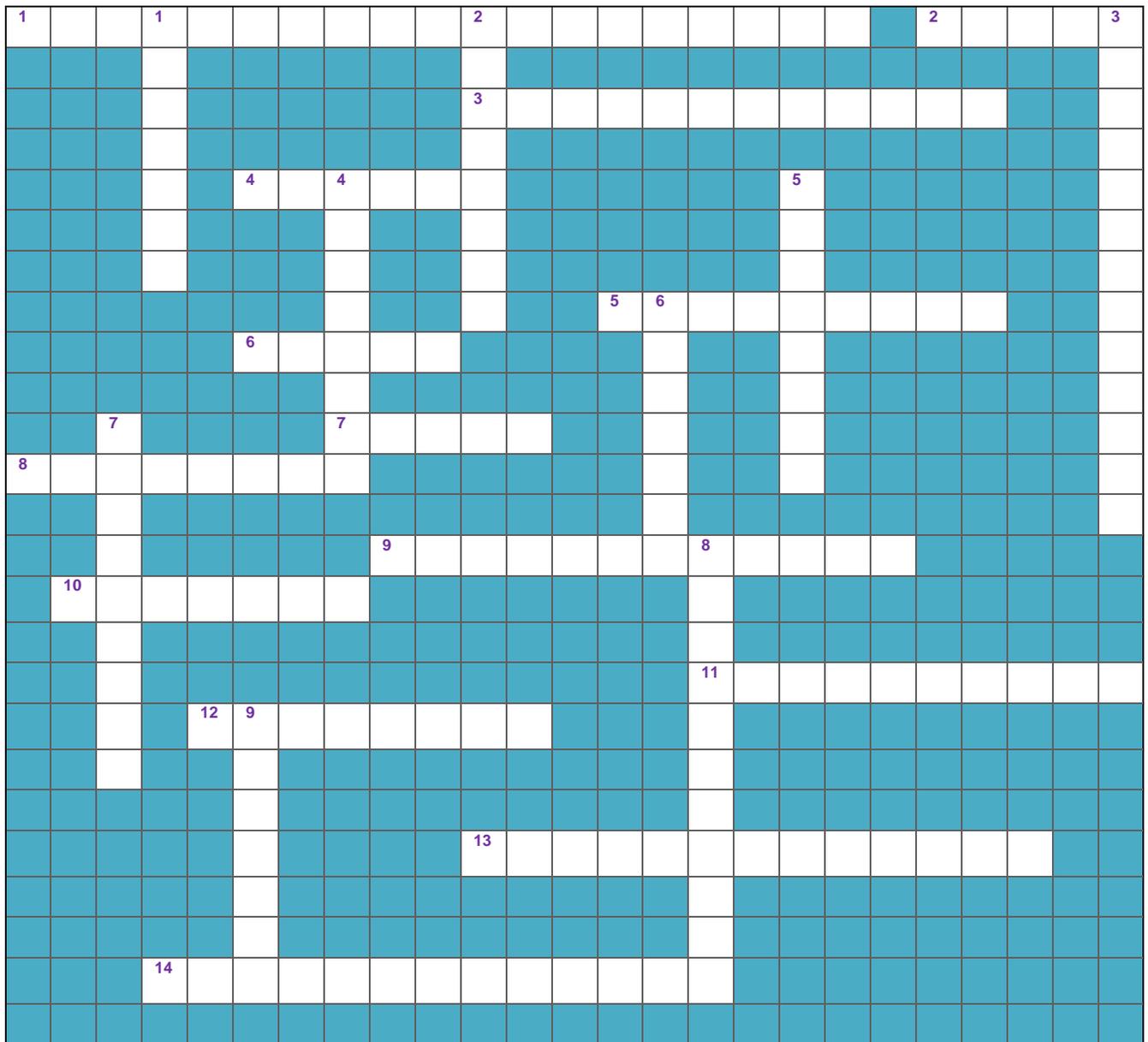
INTACT International Training and Consultancy

Coffee and crossword No 1

Compiled by **Corky Vitwel**

Clues overleaf

Answers in the December edition of the newsletter



Crossword clues

Across

- 1- I'm used in parenting and education. What am I? (6,2,11)
- 2- Written by Pam Levin; the cycles of ***** in 1980 (5)
- 3- This sound is incongruent with the content of the words and reinforces a script belief (7,5)
- 4- Swiss psychologist noted for his work on the cognitive development of children (6)
- 5- Eric Berne's surname at birth (9)
- 6- I passed away at the age of 85. I have been mentioned in the July edition of The Script. I won the EBMA in 1981 (5)
- 7- I have written on transference and have been given an EBMA for it (5)
- 8- I'm interested in winners! (4,4)
- 9- The original was developed by Claude Steiner in 1966 (6,6)
- 10- It's not about the content but the ***** (7)
- 11- The description of the experience of being in transference; it usually involves an abrupt shift into the Child ego state (10)
- 12- The way of presenting Berne's four life positions diagrammatically developed in 1971 (2,6)
- 13- No story is without one (5,8)
- 14- Where the current reality becomes confused with the past and can be single or double (13)

Down

- 1- A theory of education; it is seen as a traditional model (7)
- 2- A social constructivist who sees the teacher as 'scaffolder' (8)
- 3- English (1971) describes these behaviours as Helpless, Whingy, Helpful and Bossy (13)
- 4- The ability to act in response to here and now reality and the individuals own needs, wishes and view of reality (8)
- 5- As defined by Berne (1964) and can be considered as the building block of TA (8)
- 6- Jack Dusay received the Eric Berne Memorial Award (1973) for his work on this topic (7)
- 7- A working style that pays attention to detail (9)
- 8- A script message given about who the child is (11)
- 9- I have won the Eric Berne Memorial Award not once but twice! (7)

DTA Training Groups

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Please notify us (newsletter@instdta.org) if any of the details here are incorrect, or if a training group has been omitted.

Council Members



Giles Barrow TSTA (Educational), Chair of IDTA. Giles is an educator, based in Suffolk and works all over the country. He has been on the Council since the start and is especially interested in TA proficiency awards and raising the profile of Developmental TA.



David Dobedoe Contracted trainee in the Organisational field, IDTA Website. Based in Cumbria, David is a consultant and trainer who specialises in organisational development, leadership training, team development and coaching.



Anthea Harding Contracted trainee in the Educational field, Secretary. Anthea works one to one with children who are working below an age-appropriate level at school. Her vision for the future is that TA will become the common language in schools and that every child will have a TA toolbox.



Bill Heasman PTSTA (Organisational), Chair of Training Standards Committee. Bill's early career was in Social Care and management. For the past 20 years he has been involved in facilitating learning in three areas; with individuals through coaching, with groups through training and team development and he produces policies to promote development of the organisation he works for.



Joe Holmes Contracted trainee in the Organisational field, Development and Delivery. Joe is a Corporate and Personal coach and operates his own business, Licentia Associates, focussing on organisational development. Joe has many years experience in operational management and project management and believes that the key to organisational development is its people.



Lisa Holmes, Treasurer (Co-opted)



Jenny Labbett, Newsletter Editor, is a trainer, facilitator and coach. She runs her own IT consultancy and is growing her coaching practice, which focuses on professional and personal development for individuals and groups. Her TA journey started three years ago and she joined the Council in October 2008.



Debbie Robinson PTSTA (Organisational), Chair of Conference. Debbie runs her own organisational development company Quay Interactions, which provides consultancy services to private and public sector organisations. She also offers coaching and a range of leadership training using a range of techniques, grounded in Transactional Analysis.



Vicky Towler Contracted trainee

IDTA

Rules of submission

- News items and articles, 800 words maximum
- Microsoft Word format
- Diagrams referenced
- TA status as designated in EATA handbook
- Send to: newsletter@instdta.org

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Quarter page: £20

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Christine Brain, Administrator



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Readers will already be aware that the IDTA aims to provide networking and professional development opportunities to practitioners using Developmental Transactional Analysis. The purpose of this newsletter is not only to update members but also to invite and encourage participation in the growth of the Institute. Views expressed in this newsletter are those of contributors and do not necessarily reflect the official policy of the IDTA.

