

EATA Conference Prague 2010

Organisational and Educational Transactional Analysis Beyond Berne

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Agenda

- Idea system and brand „TA“
- Some new views
 - (a) attention-model (BE REAL),
 - (b) systems-model (STAR)
 - (c) professional-roles-model (DIAMOND)
 - (d) 21st century identity for TA,
 - (e) Future – mega trends



How did I meet TA ?

“TA =

an idea system that integrates

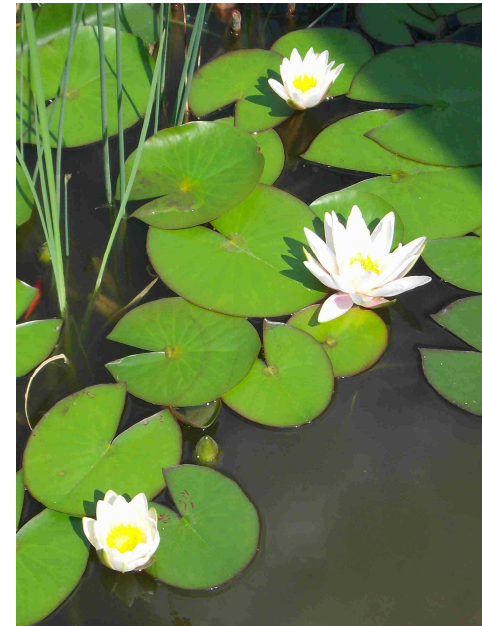
- Depth psychology
- Behavioural level
- Humanistic position
- Systemic procedures”

- Strength of TA: Integrating



Idea systems in general

- (1) a founder
 (“euhemerus”- Berne)
- (2) a theory or a
 teaching (“canon”)
- (3) a community
 (organisation,
 association)

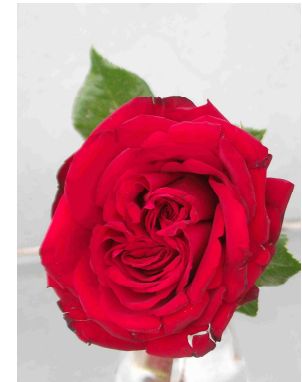


My evaluation of the idea system TA

- 1: Bernian style - but not devotee of Berne

- 2: “very useful” - but connected to current professional and societal “worlds”?

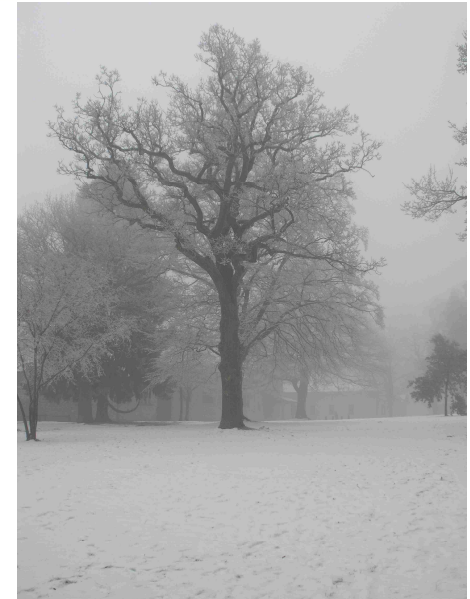
- 3: excellent training and certification system – but associations too much occupied with themselves?



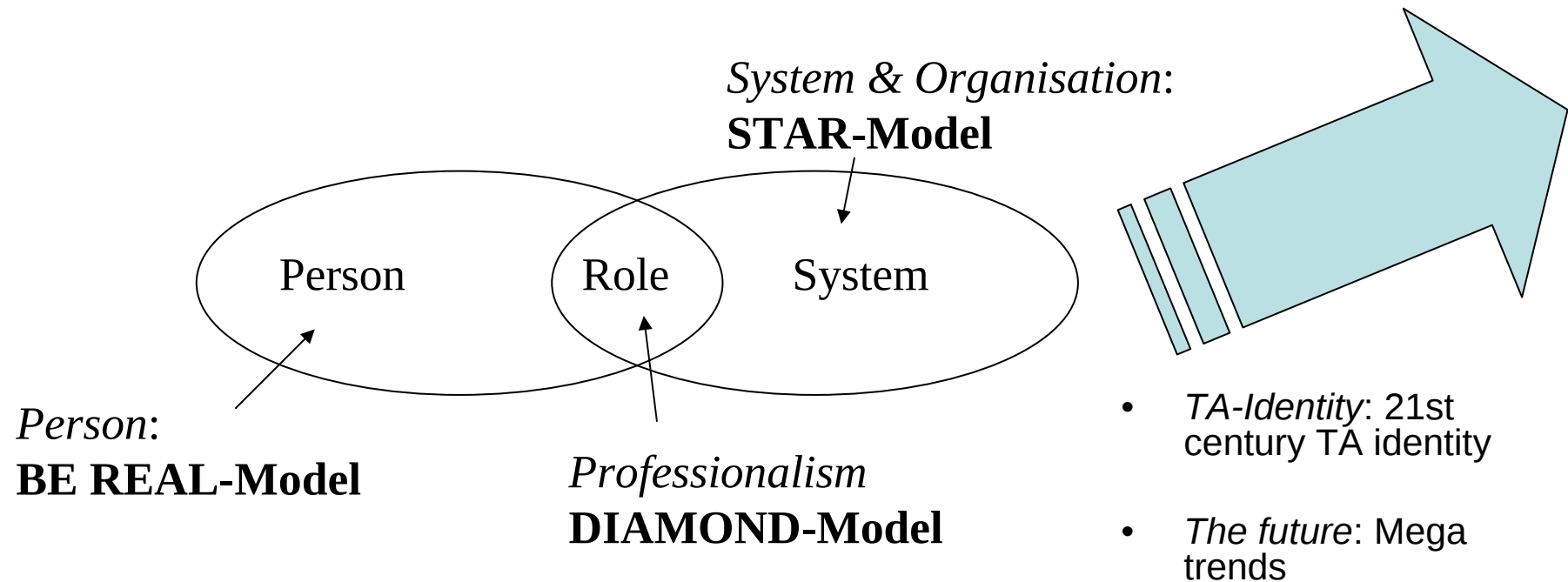
The „brand TA“ and its products 2010

1. **Stagnation** in numbers
2. In a growing market **losing market** shares.
3. **hardly mentioned** in scientific and popular literature.
4. **lack of professional recognition/ accreditation**

————→ *We have to do something!*

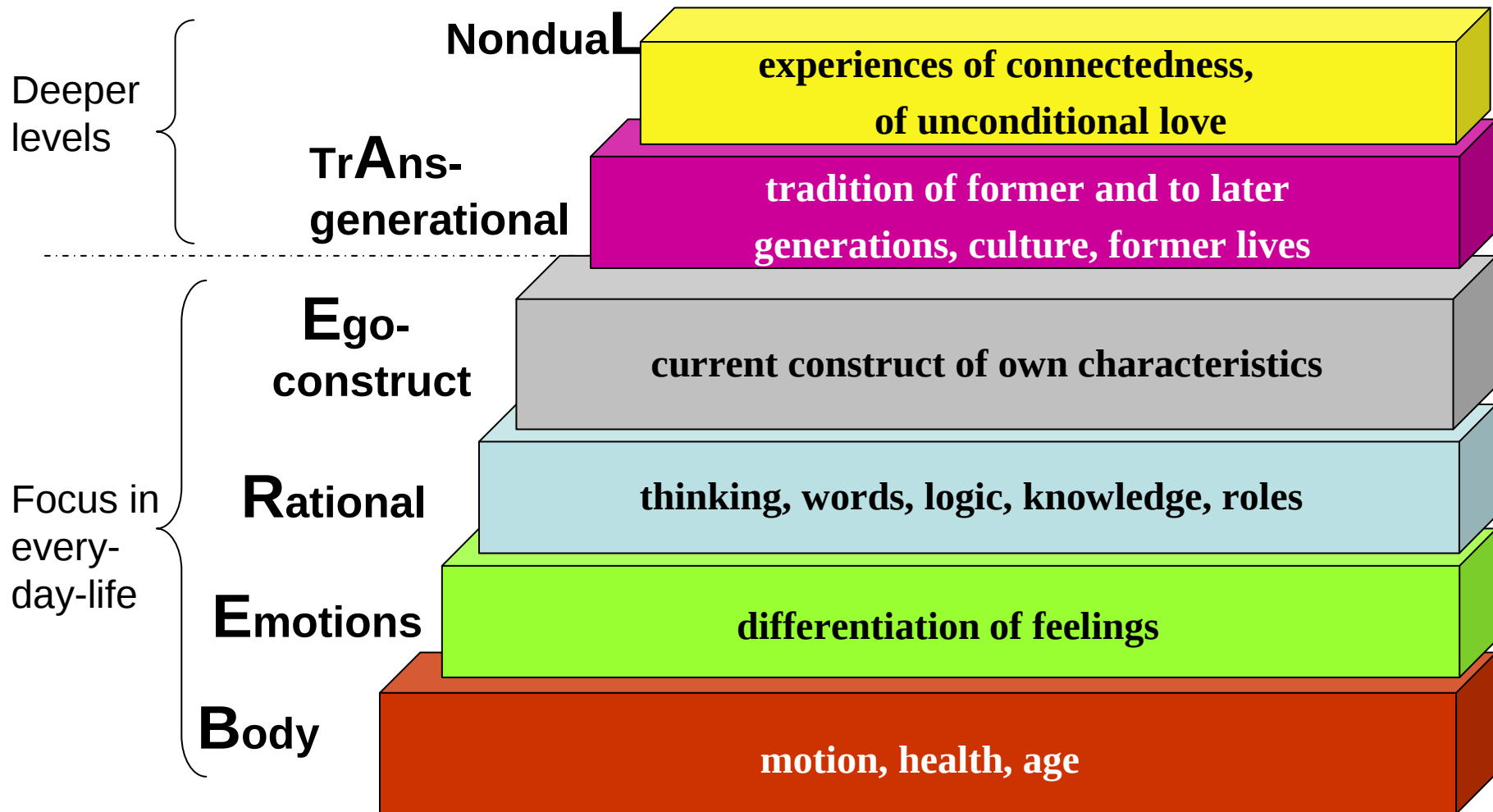


Ideas from organisational and educational work connecting TA to professional “worlds”

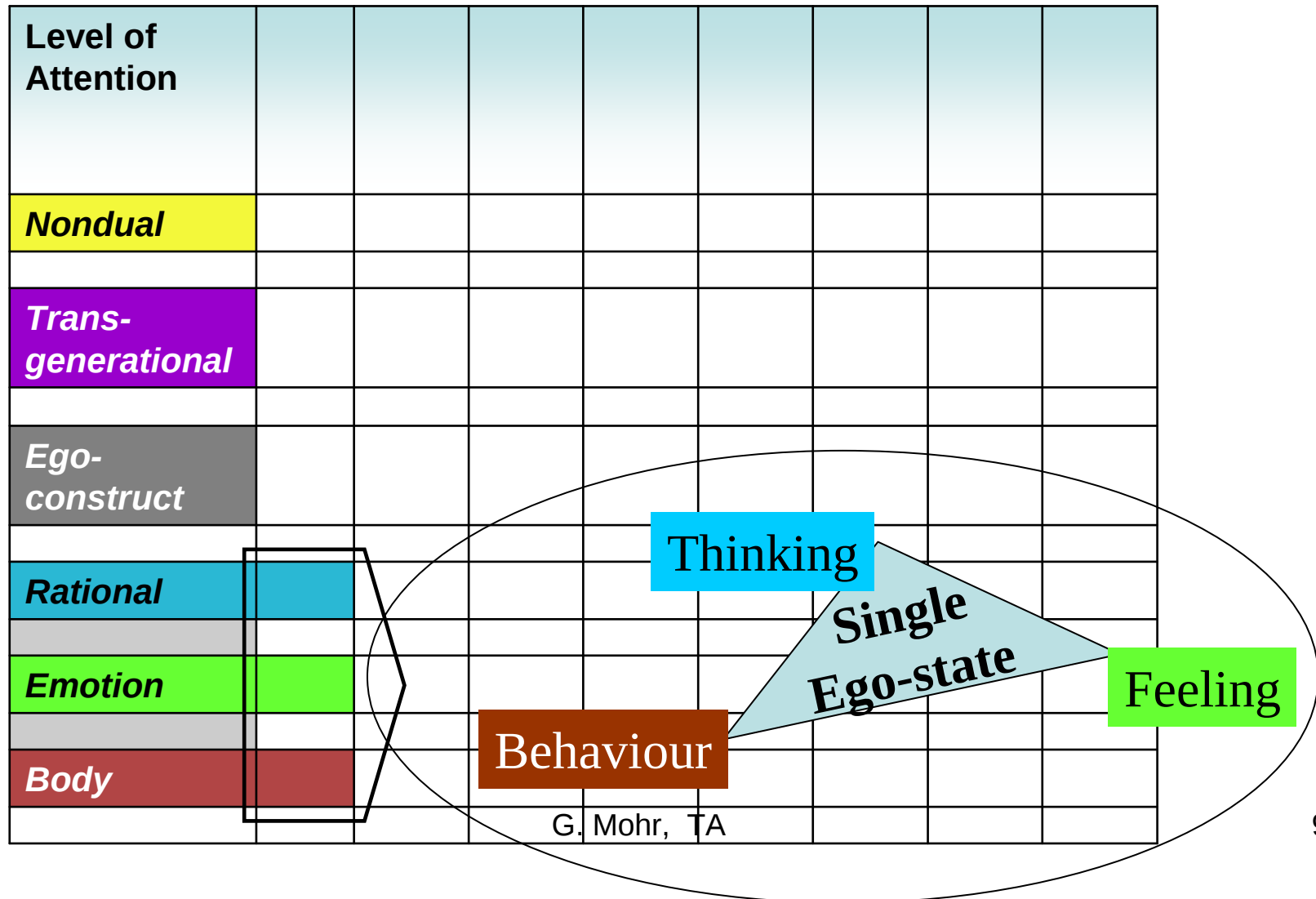


I. Steps of Attention and Awareness

- The BE REAL! – Model -



Patterns: ego state = a coherent pattern of thinking, feeling and behaviour/body

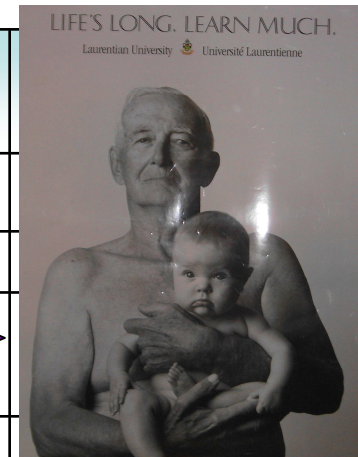


ego-construct - script / frame of reference

level of attention								
Nondual								
Trans-generational								
	Script work with in“junctions“, decision, beliefs							
Ego-construct								
Rational								
Emotion								
Body								

Transgenerational influence of family, nation, culture

Level of Attention								
Nondual								
Trans-generational	Transgenerational script work Episcript, Family constellations							
ego-perception								
Thinking								
Feeling								
Body								

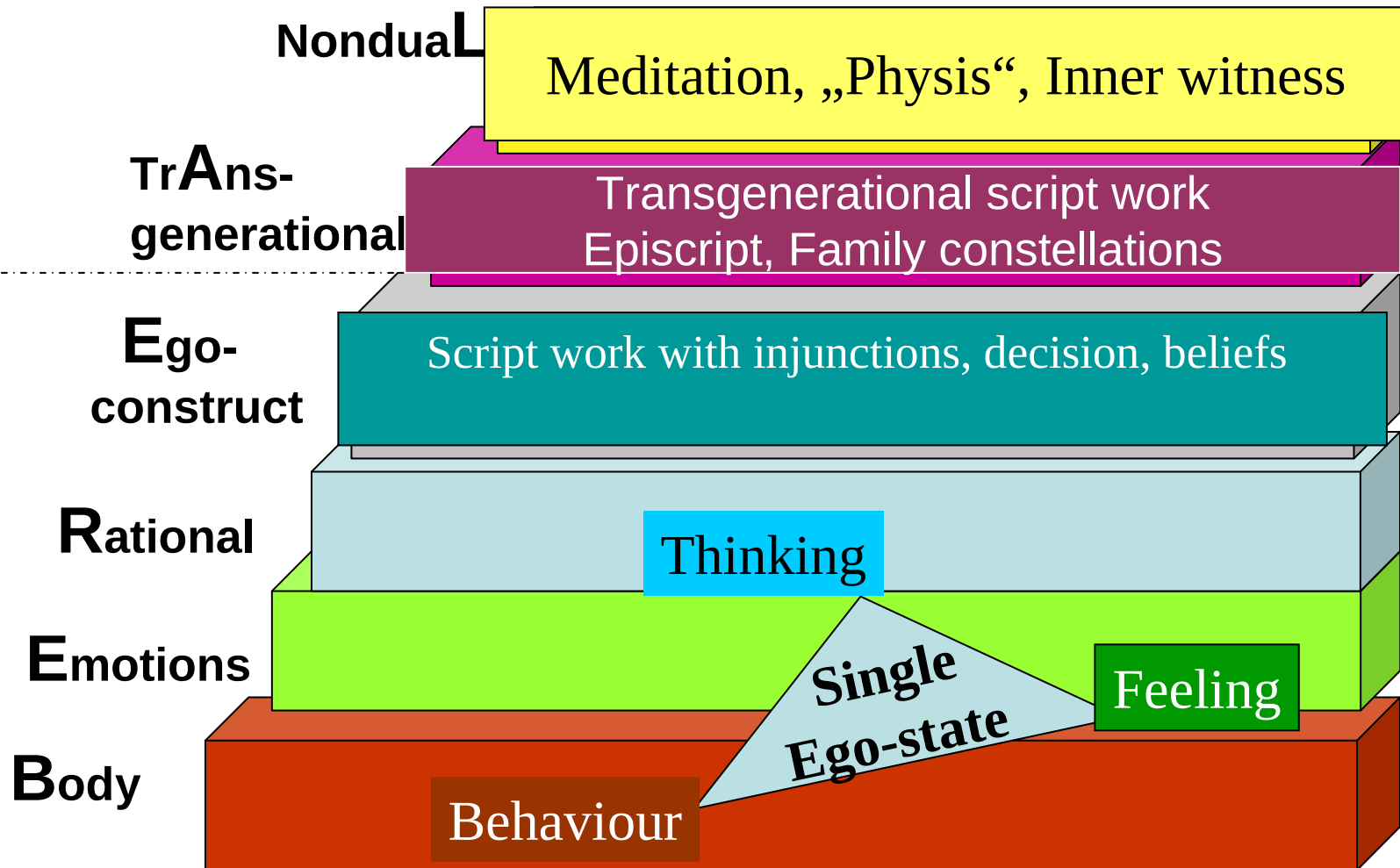


Nondual Level

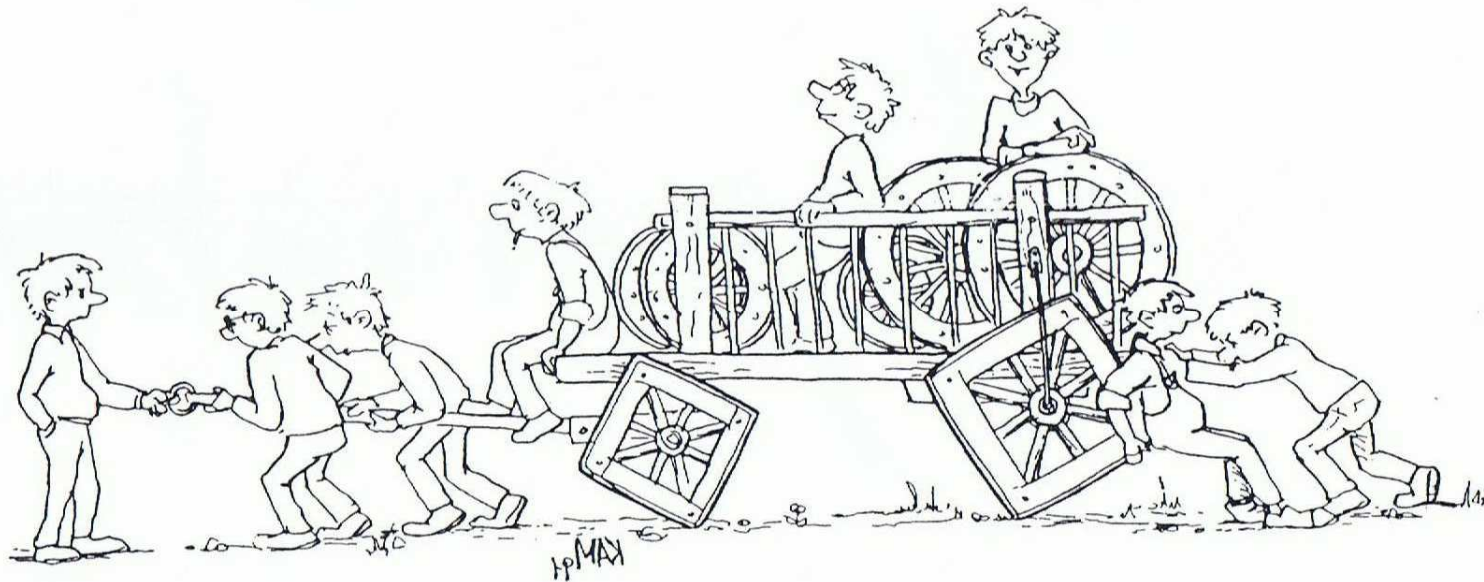
Level of Attention									
Nondual	Meditation, „Physis“, Inner witness								
Trans-generational									
Ego-construct									
Thinking									
Feeling									
Body									



Integrated Work



II. Systems and organisations



Systems and organisations

complex,

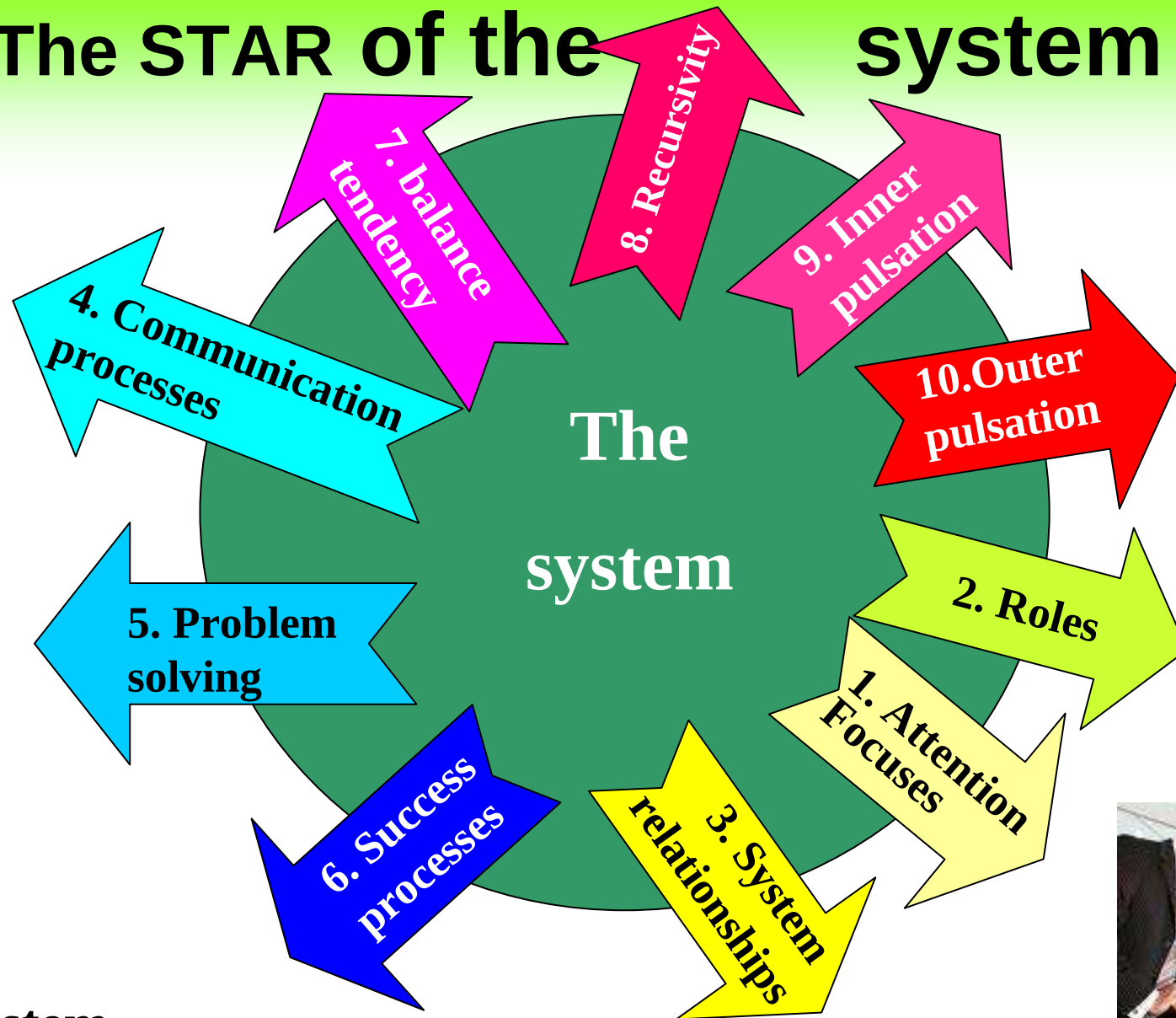
sometimes chaotic



- dynamics
- for
- behaviour,
- thinking,
- feeling,

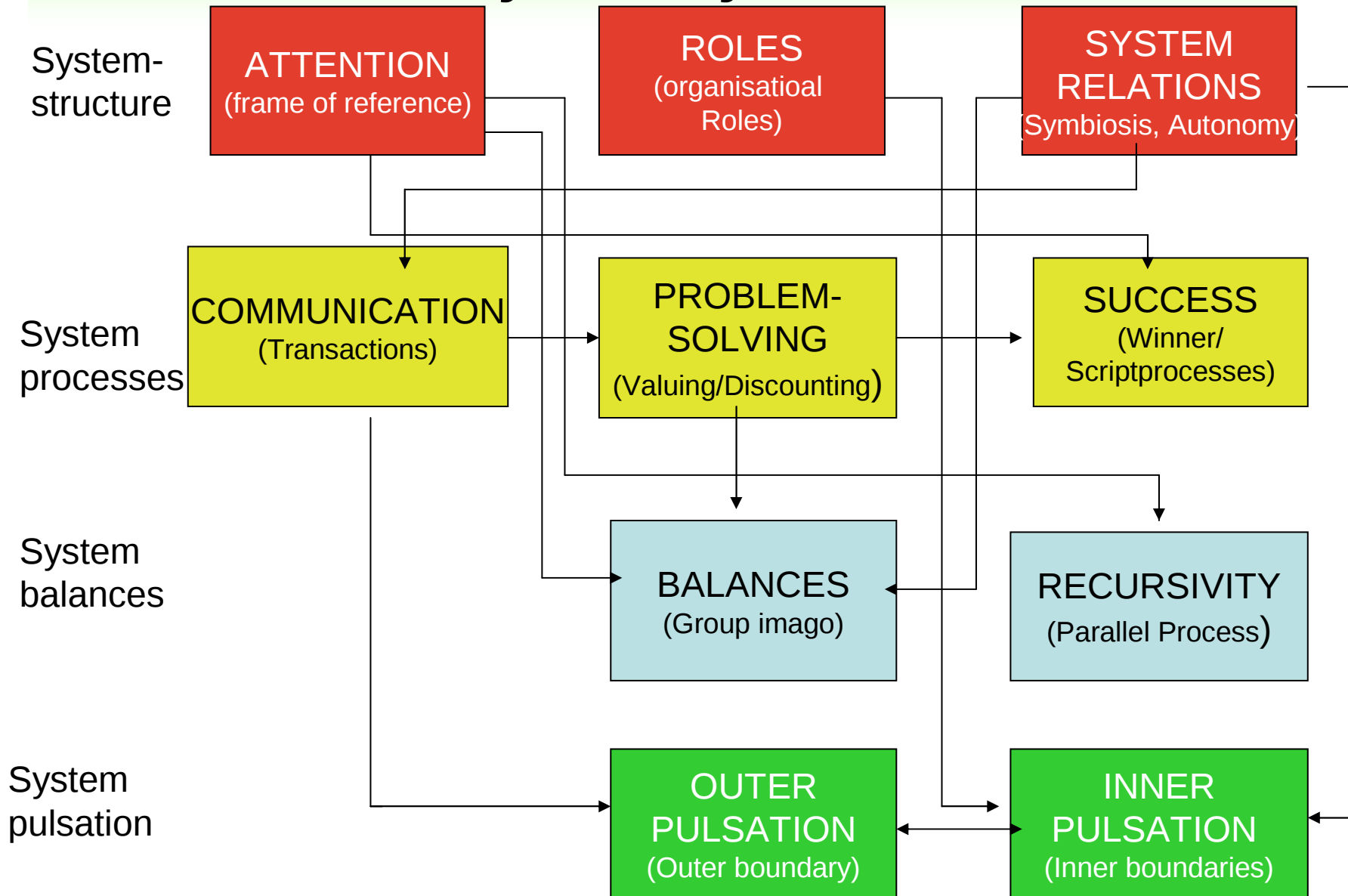
in and of an organisation?

II. The STAR of the system



10 system
dynamics

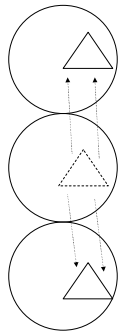
10 System Dynamics



III: DIAMOND of integrated personal professionalism

o.k. – o.k.
Autonomy
Attention levels

Script



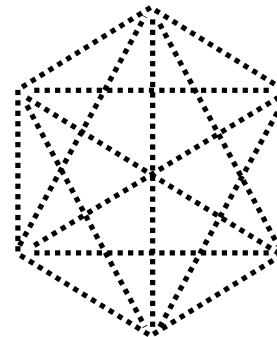
View of the
human nature

Personality and
Differences

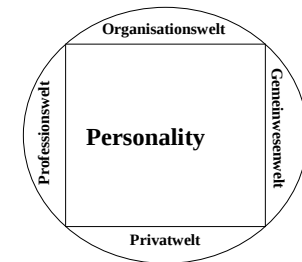
Development
and Change

Relation and
communication

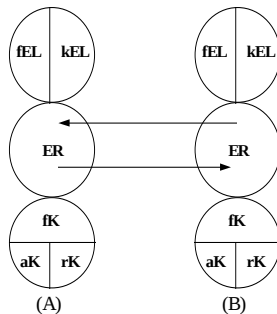
Reality and
context relation



profession-
methods



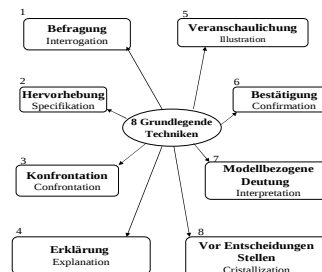
Austausch von Information
(Kommunikation Erwachsenen-Ich - Erwachsenen-Ich)



"Wie waren die Zahlen im
letzten Monat?"

"Im Geschäftsfeld A haben wir
X erreicht, im Bereich B....."

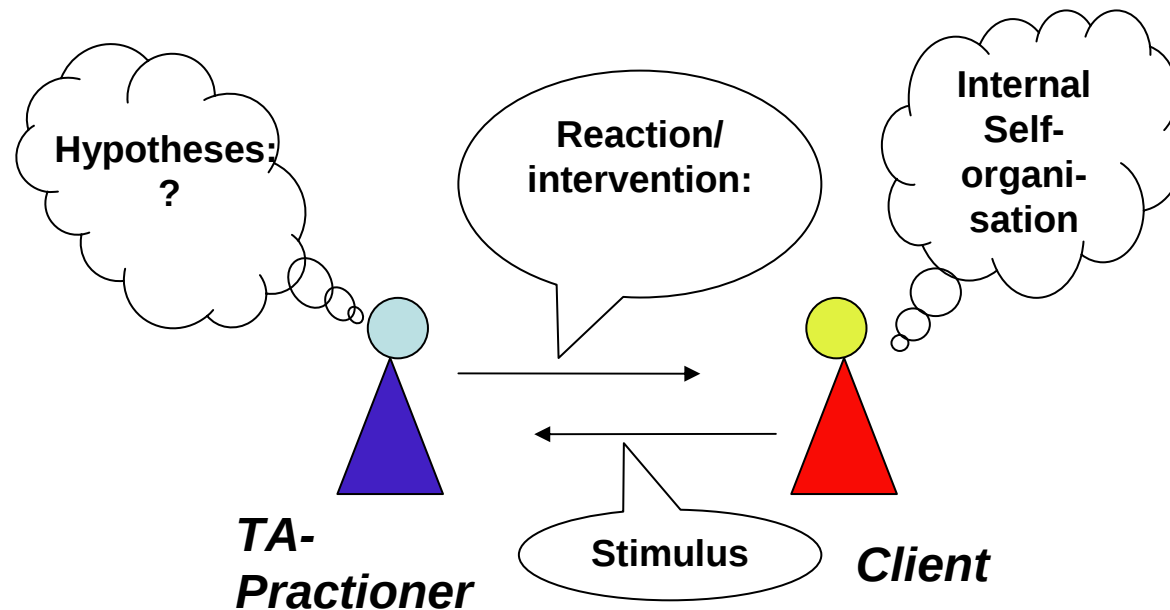
Die 8 Grundlegenden Techniken



Günther Mohr, Systemische
Transaktionsanalyse

System dynamics	Dynamics-fields
1. Dynamics of attention	System- struktur
2. Dynamics of roles	
3. Dynamics of relationships	
4. Communication-dynamics	System- processes
5. Problem-solving-dynamics	
6. Success-dynamics	

IV. 21st century TA identity

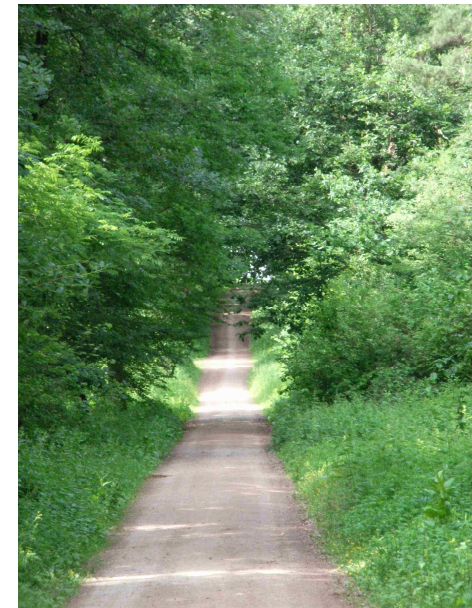


Six principles of TA identity:

- Based on the analysis of transactions
- Constructing models
- Experimental
- Context related
- Humanistic
- Intercultural/ global (Schmid)

V. Mega Trends and TA - +

1. Extension of life – psycho-social questions: +
2. One world – intercultural aspect: +
3. Women power: +
4. Resource demand: +
5. Cognitive complexity – models: +
6. Individualization/ emotional complexity: +



→ very important for living idea systems

Literature

- Mohr, G.: Workbook Coaching and Organisational Development (*German*), 2010.
- Mohr, G.: Economic Crisis and New Development (*German*), 2009.
- Mohr, G.: Coaching and Selfcoaching with TA, (*German*) 2008.
- Mohr, G.: Systemic Organisational Analysis, 2006 (*German*).
- Mohr, G.: Dynamic Organisational Analysis, 2006. (*English* in Mohr/Steinert: Growth & Change)