



EATA Newsletter

EUROPEAN ASSOCIATION FOR TRANSACTIONAL ANALYSIS N°89, JUNE 2007

TA and Art

In Dessau 02./03.02.2007

Report on the first european conference on Transactional Analysis and art, initiated and organised by Matthias Sell (Germany) and Hilde Anderegg (Switzerland).

This event took place for the first time. Speakers from Germany [G], Sweden [S] and Switzerland [Swi], together with around 100 participants, made the conference a great success.

Fitting the surroundings, as the conference took place at the Bauhaus in Dessau, the emphasis was put on



Foto: Stein, 2005



Foto: Stein, 2005

space (architecture), pictures (aesthetic approach to space and TA), models (TA models and art) and symmetry/asymmetry (mobiles and stables).

The workshops, held by invited art-educators, art-historians and architects, were stimulating and fruitful for us transactional analysts and helped the reflection on the practical work.

The organisers:

Hilde Anderegg, Switzerland and Matthias Sell, Germany



The framing programme has been vastly influenced by the place of the conference itself - the Bauhaus. The critical, yet innovative and creative spirit was in a way still breathing in the rooms. The fully restored building of the Bauhaus training-school as well as the masterhouses (built 1924/25) are an icon of modernity to these days.

The spirit coming from Walter Gropius, Wassily Kandinsky, Paul Klee, Oskar Schlemmer and many others, who taught and lived in the Bauhaus and the masterhouses, was present at the conference.

The joy about the event was great, the participants are waiting to attend the planned sequel of the serie «TA and Art». In 2010 a following event shall take place in Switzerland, where the emphasis shall be on word and language, literature and poetry.



All contributors

In front, from the left: *G Sylvia Lühmann, S Anita Persson, G Suzi Dong*

Second row: *G Anne Lampen, Swi Hilde Anderegg, G Nora Somaini, G Matthias Sell, G Prof. Ulrich Elbing, S Sigvard Persson, Swi Nik Bärtsch*

Third row: *G Ulrike Sell, G Renate Raschen, G Dr. Heinrich Hagehülsmann, G Irene Brey-Tafelmayer, Swi Jacqueline Dossenbach Schuler, G Gerhard Scheuerer*

To the left in the very back: *G Dr. Rainer Grimm*



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Sigvard Persson
Anita Persson
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Dancetheater and TA

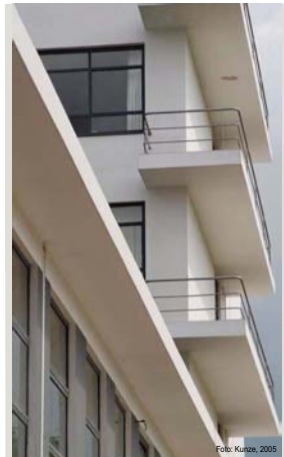
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EATA – A Three Year Review

by Adrienne Lee



*EATA President Adrienne Lee
and president elect Maria
Teresa Tosi*

My three year term of office as EATA President comes to an end at the General Assembly in July, and this gives me an opportunity to reflect on what EATA has done and valued in this time. I want to account for some of the developments in EATA and put these in the context of TA in the European and World community. Being President certainly prompted me to let go of my national and local perspective and investment and instead I had to think globally. In fact this was one of the first things Council addressed and accounted when we ensured that the country whose delegate became the President would be permitted another delegate on the Council to represent their National Association. I personally found the wider responsibility this gave me liberating and also very challenging.

I was lucky enough to be President of our association at a time when we had the abundant financial resources and vision to make significant and major changes, and I know that my own passion for proactive involvement and creative experiment was liberated. I have often run workshops on Abundance therapy and this reminded me of something that Ken Mellor taught me: «What you concentrate on is what you get!» As you will see from the very brief summaries below, these three years have certainly been abundant for EATA and the growth of TA, in many different ways.

I also had the richness of a fabulous Executive team: Maria Teresa Tosi, Nevenka Miljovic, Eugen Hiriscu, Kaare Kristianson, Jan Hennig and our Executive Secretary Marianne Rauter. We developed a «pass the baton» way of running our meetings so that the power and resources and responsibility were shared. I think this became the parallel process for the development of the whole Organisation. We also changed the format of our General Assembly to permit more discussion with our members. We have worked hard but with good humour, good contact, mutual respect and generosity of support. We had a good time.

Here are some of the things we did together with the Committees and Task Forces of EATA Council. I can't possibly name everyone who was involved in all this work and achievement but my thanks on behalf of the membership of EATA goes to all who have made their important contribution.

1. New Statutes and Registration in Switzerland.

Work for several years has been completed on updating the statutes of EATA, which have now been voted on by EATA members and the Council and were adopted in July 2006. This work led by Jan Hennig now means that we fulfil all the requirements for registration in Switzerland, which we officially achieved in 2007. This gives EATA a firmer legal status and professional standing and easier banking facilities. It will now be possible for EATA to establish credit card payment facilities.

2. Growing Membership and new EATA Associations.

EATA is growing. Many new associations have joined EATA over the past 3 years, or are in the process of joining, including BIHOTA (Bosnia), ATAA (Armenia), IDTA (UK), and the new associations in Macedonia, Greece, Bulgaria and Montenegro. Marina Banic, leading the European Connections Committee has been remarkable in encouraging this affiliation process and the growth of TA training in Eastern Europe where nine out of the twelve Eastern European countries now have started TA training programmes.

With over 320 new members EATA membership has grown to 7,146 members, in 36 associations in 26 European countries. We have more than 200 new CTAs creating a total of 1120 fully qualified Transactional Analysts in Europe. We have 288 endorsed PTSTAs and nearly 40 more TSTAs creating a total of 181.

3. TA Training and Accreditation

The new EATA Training and Examination Handbook was published in 2004 and is translated into several different languages on the EATA website. The processes and procedures for professional accreditation have been clarified and updated by a team working with Charlotte Sills on PTSC for several years. The Chair of PTSC is now Maria Teresa Tosi who has continued to prioritise our high professional and training standards.

TA training and accreditation is flourishing in Europe. Every exam site is full now, creating waiting lists for accreditation. The abundance has created some problems for Dave Spenceley, our hard working Supervising Examiner, who is constantly seeking more examiners to ease the flow. Our sincere thanks go to him and all the examiners who have volunteered their time and expertise to ensure our high standards of accreditation in TA. Marco Mazzetti now chairs the COC which is committed to the goal of improving the quality of exams and their international «flavour» by sending observers to all the exam venues in Europe to exchange information, feelings and options about examining in different countries, and increasing examiner training. A review of the TSTA accreditation has been proposed by colleagues in Germany and negotiated with the PTSC in EATA and the TACC. We have taken this proposal very seriously and a research pilot study on a new TSTA format started in January 2007.

The Training Endorsement Workshop (TEW) for preparing and endorsing new trainers is also in the process of being developed by Matthias Sell, who launched the new format TEW in April this year.

4. The New Ethics Code

The ethics committee led with dedication and integrity by Barbara Classon has produced a new EATA code of ethics, after many years of consultation with many professionals from different countries in Europe. The new code of ethics provides a clear emphasis on principles that guide us in our work as Transactional Analysts and is closely linked to the Declaration of Human Rights. It invites our professionals to think ethically and to act ethically, not to just follow a rulebook. All members have had an opportunity to discuss the draft and comment on it and the final version is ready to be voted on at the July Council meeting.

5. The Executive Outreach Programme

At the beginning of my Presidency we launched the Executive Outreach Programme to ensure that we made good contact with our members. The Executive Committee always meets twice a year in November and March and we decided to take our meetings to countries where a national association needed our support either to stimulate new membership, or to help establish the association, or to bring EATA resources to the association for some specific need. In November 2005 we went to Prague, in November 2006 we went to Helsinki, March 2007 to Madrid. Two or three members of the Executive go before the executive meeting and run a one-day conference for the association without charging any fees and helping the association with costs and resources like translation. In March we went to Madrid where we not only ran a conference but also followed up an early initiative of John Parr's by arranging a meeting with all the five Spanish TA associations to facilitate a process to enable those three associations who are not affiliated to EATA to have their accreditation recognised and their members welcomed. The Outreach programme is very economical for EATA and has proved to be useful for our members as well as keeping the leadership of EATA in close contact with our small associations and member. Our next meeting will be in Athens, hopefully to facilitate Greece to become a new national association in EATA.

6. The International Colloquia

Realising that it was important to provide something important for our certified members, EATA has launched International Colloquia where developments in TA theory can be shared across our frontiers. The first Colloquium on Relational TA, organised by our Vice President, Nevenka Miljkovic, was presented by Matthias Sell, Charlotte Sills and Helena Hargaden and was held in Frankfurt in November 2006. We hope these will flourish across our countries inviting international exchange of ideas and promote multiculturalism in our perspective and our work.

7. Translations

It is no good having a marvellous theory and professional training processes if it cannot be understood. Open communication is a guiding principle in TA, so with so many different national languages in EATA, translation has always been our greatest challenge and we have given it a high priority, putting major resources into translating the Handbook and the EATA Newsletter on the website, translating key texts and providing robust translation at major conferences meetings and training events.

8. The Website and Publications

Have you seen the website recently? It has been developed and expanded by Alan Sparkes and Madeline Laugeri and is becoming a major resource for communication in EATA with links to national TA websites. Jan Hennig publishes the EATA Newsletter and this now also appears with translation on the website. A new editorial board for the Newsletter is in the process of being formed.



*EATA Executive Committee (from left):
President Adrienne Lee,
Vice-President Eugen Hriscu
General secretary Kaare Kristiansen,
President elect Maria Teresa Tosi
Treasurer Jan Hennig
Executive Secretary Marianne Rauter
Vice-President Nevenka MiljkoviC*

9. Links with EAP

EATA and TA continue to be recognised fully in the European Association of Psychotherapy (EAP). We are represented by Isabelle Crespelle who is now on the executive of EAP. EAP ensures that not only is Psychotherapy recognised as a profession in Europe but that Transactional Analysts and their accreditation is fully recognised in Europe as a whole. Many of our qualified members have now received their ECP (European Certificate of Psychotherapy).

10. New Development Task Force

For a long time we have recognised the need for TA to be more visible in Europe and to promote proactively the recognition of TA in professional contexts in the wider community including the universities, the media,

organisations, national health services, parent education, etc. We now have a robust Development Task Force under the leadership of Sandra Wilson who have discussed strategies and created and started some exciting special projects.

11. Conferences

Several years ago EATA decided to run a three -year cycle of conference events rotating one year an EATA Conference, the next year a Trainers Meeting and then joining with the ITAA for a World Conference. With the growth of so many National and regional conferences this has proved to be the most economical and successful for EATA. In 2005 in Edinburgh we ran in conjunction with ITAA, WAPATA, ITA and IDTA the biggest world conference that there has ever been, with over 800 participants. We also launched the first joint issue of the EATA/ITAA/WPATA Newsletter.

Santiago De Compostela was the site for our large European Trainers meeting and we hope the EATA conference in the beautiful mountains of Switzerland in July 2007 will be a great success.

In addition, the first conference on «TA and the Arts» was launched in Germany in January 2007 and is an exciting new outreach initiative for DGTA and EATA.



*Presidency can
also be fun !*

12. The Presidents Meetings

At the major European and international conferences we introduced meetings for the Presidents of the national associations. This half-day meeting gives us a forum to share and discuss national TA issues and provides an international support network for the association and their leaders. It encourages the development of an international frame of reference that Matthias Sell put into a mission statement for us: «Think Global, Act Local!» This special Presidents' meeting is now becoming a feature of the International Conferences not just the European ones.

13. Research

In order to increase the professionalism and international recognition of TA we clearly need to do more research. EATA has provided funding for four new research projects. A database for TA research across the world is currently evolving and will be published on the website. We have so much more to do in this field and EATA is encouraging new research projects.

14. Finance

EATA has good financial standing and has used money to promote all the events above whilst still keeping EATA in a healthy financial position. It seems that, in the true spirit of abundance, that the more we give out the more comes back to us, and the flow of resource has continued to grow and make possible the developments that we have needed. I have never heard our wise and efficient Treasurer, Jan Hennig, ever say no to a project that needs funding and we have received acknowledgements from our members and associations for the generous support from EATA. We have devised new forms and simplified processes to facilitate project leaders to prepare their budget for EATA funding.

15. The Future

New President of EATA will be Maria Theresa Tosi who starts her three years of office after the General Assembly in Switzerland. She will have the same delight that I have had, of leading a European organisation of excellence and vitality. I am confident that she will take EATA into the future with integrity and commitment.

In Memoriam Erika Stern



Erika Stern

In a small corner of her life, which was a vast hall in mine, Erika has taught me about the richness she had accomplished in her life. She guided me, as my primary teacher in counselling, later as my supervisor in psychotherapy and as my mentor through two courses and exam processes. She guided me through towns of knowledge, we walked through small villages of a client's sense-making, until finally I found my own way, my own academic and professional route.

Just the two of us sat together, gradually building on the construction of my professional stance and academic thought. Erika had very clear ideas about learning processes and supervision; she envisioned the latter as a three stage process, working towards a mutual, professional dialogue between equals.

That effort made this whole process a colourful combination of the ink of book-knowledge, with experiences to etch those ideas in my own internal world. Like a piano player, hearing a much practiced piece becoming gradually melodious, she took delight in hearing the melody of my own thinking surface. At first that was only a faint murmur in the background, proffered hesitantly: how would I ever reach this thoroughness, the shadedness of thinking she knew *could* be reached? But she used to turn up the music of my murmur with just one keen english expression: a few words, which would make my thoughts click in an entire genealogy of academic thinkers. Those were incredible moments where she would show me the beauty of my own thinking by getting to the very heart of the matter, while simultaneously handing me down my 'ancestors'. Every thought, every construction was coupled to its own logic, as well as to its specific academic history.

She enjoyed herself when the sounds of my personal music became somewhat louder, especially when she discerned some new bustle in my compositions. She wouldn't tire of bending over schemata I had made, mapping the genealogy of my thinking: the philosophers, clinicians and searchers- in-life who influenced my thinking. She would add new ones, as we discussed the context of my thinking, artists that shared it, times that bore it, philosophers that inspired it implicitly. During that process, quite implicitly, she put a colourful gift in my lap, for me to unwrap gradually: the shades of a deep personal respect for the human intentions underlying academic ideas, their role in the all too human sense-making of the thinker of life, of living, of understanding.

I have the impression that in those hours between the two of us, she enjoyed my personal growth. Yet, the real gift for her behind all this was my growth as part of human strivings. Uncovering human strivings has meant a great deal to her, whether it was in group relations, counselling or psychotherapy. Unconscious processes were her passion, making them surface had her ongoing attention. Letting them glimmer through, so that they could be studied in all their shades, in order to let thought bear on psychic life. She herself might now in turn balance this statement with a deeper thought than I can have right now. I truly do miss her deepening additions. I have to walk my own journey now, through villages of sense-making, through towns of knowledge, in the meantime missing my mentor, my teacher, to enjoy the dialogue together and to point out extra beauties on the way. But she has taught me to walk, to think, to look.

I owe her; and in a way my clients owe her. In my experience of how interaction can be internalized («where, in what place, internally things might land» as Erika would say), as much as in my professional self agency.

A growth process can be wild water rafting. I learned to paddle my own canoe through her unrelenting solidarity with my growth. This, together with an immense rucksack of inspiration and sheer delight in dialogue with the enjoyment of what emotionally charged thinking can give, are some of the things she left to me. This, besides a continuous recognition that there are always still more profound layers to grasp.

She might not agree with the sentimentality of what I am saying. But after some debate, we would hit it off in the thought that as much as I owe her as a person, I owe generations before her, owe the history of human endeavours to live life graciously, and all that has brought forth. If nobility is measured by personality instead of by land, I have met one person of high nobility, that's for sure.

And the gift she gave me? It is still being unwrapped: I am not yet halfway...

Thank you, Erika. Thank you.

Drs. Claire Nelissen, Msc (Integrative Psychotherapy), PG.Dip. Transactional Analysis Psychotherapy. Haarlem, 11 March 2007

Erika Stern (1942 – 2007)

There are mothers who give birth to children, nurse them, feed them, raise them, guide them, fight with them, all in order to help their children to stand happily on their own feet. There are other mothers, professional mothers, who do pretty much the same for more metaphorical children, such as trainees, causes, projects, clients. Erika Stern, who died on 6 March 2007 after being diagnosed with incurable cancer 10 months before, was such a professional mother.

Few people would argue that Erika was an easy person. Her complex personality would always leave space for the unexpected, for a new idea, a confrontation, an insight. Meeting and working with Erika was often a challenge to one's frame of reference, an invitation to re-think positions. However, her messages were delivered in good spirit, they came from an unequivocal OK position and she was always available to open up the process. In her life Erika was driven to make a difference and leave the world a better place than she found it.

Surviving the holocaust as a baby and a toddler, growing up in a foster home and merging her UK and Dutch upbringing, did not give Erika an easy start in life. But she developed a survival instinct and learned to assess her possibilities, leaving her with some basic beliefs for life: her belief in development, her love for people and her conviction that you make more from life when you allow complexity to be named and included.

In hindsight one can say, that the former two brought her in a long and intensive relationship with transactional analysis, while the latter actually drew her away from it.

Erika was among the first to bring transactional analysis to the Netherlands, when she was (from the mid 70's till the late 80's) a driving force behind an intensive two year university (University of Utrecht) program to train teachers as school counsellors. She put her full energy behind learning from experience, introducing group-praxis and counselling-praxis (what we would now call supervision) at the centre of that training. She also introduced modalities such as transactional analysis, rational emotive therapy and gestalt into this program and was very creative in designing self directed learning methodologies. Erika's influence in this area has definitely shaped the way school counselling in the Netherlands has developed: teachers opened up and flourished, school managers started to create structures for counselling and school boards found budgets. The ones who profited in the end were the thousands of schools with their hundreds of thousands of students.

Erika was a devoted psychotherapist and trainer, choosing transactional analysis as one of her main approaches for a long time, but she was always an integrator of modalities. Her generosity of heart allowed clients to prosper and colleagues to grow. The TA training groups she conducted as a PTSTA, were well known, also for their annual intensive merger with training groups from Germany, thus making German-Dutch issues visible in the training. This was also a development that resulted from Erika's integration of working increasingly with group process, psychodynamic and systemic issues in training and consulting. The world of transactional analysis became too narrow for her. With her extension into other modalities, she opened up other networks for her students and colleagues.

In 1991 she co-founded Group Relations Nederland, linked with the network of international associations that study unconscious process in groups, organizations and society. She reframed her training, still as part of Utrecht University, to include the systemic perspective. She was always interested in and committed to understanding and exploring cultural diversity and the factors that separate people and cause conflict, as well as importantly how bring people together and resolve conflict.

In the last decade or so of her life, Erika became increasingly more prominent and highly regarded internationally in the «Group Relations» world. The post academic course she developed at the University of Utrecht, «Counseling in Context» is widely respected in the Netherlands and beyond in Europe.

Her students, trainees, supervisees, colleagues and friends will miss Erika deeply. She contributed to and impacted on many lives, enriching all she came into contact with.

Dear Erika, you were loved, respected, admired as well as feared for causing discomfort and confrontation. No-one who knew you remained unaffected by their contact and experience with you. Those whose lives you have touched so deeply are grateful for their relationship with you and will carry your influence with them into their lives and work.

Rest in peace, Erika.

Servaas van Beekum , Diana Shmukler

Berne Institute to fund University research on TA

THE BERNE INSTITUTE is to fund a research study on transactional analysis, to be carried out at the University of Nottingham. The research project will initially take the form of a «systematic review»: a survey of available sources to determine what evidence base already exists on TA, its methods and its effectiveness.

The study will be led by **Professor Patrick Callaghan**, a researcher who has taken a special interest in examining various approaches to psychotherapy and counselling. Some questions to be explored, says Prof. Callaghan, are: «What makes TA work? With what client groups? And what systematic evidence is there on which to judge TA's effectiveness?»

Only a University or a similar very large research organisation, adds Prof. Callaghan, has the resources to carry out a systematic review of this kind. It is necessary to have access to huge databases, which cover published research papers, PhD and MSc theses, and so-called «grey literature» – unpublished work such as case studies or discussion papers. The funding provided by «The Berne» will go towards the employment of a research assistant at the University, whose job it will be to comb the research databases under Prof. Callaghan's direction. It is hoped that the systematic review may pave the way for further steps in research, which might involve not only «The Berne» but possibly other training institutes, the ITA or EATA.

The link between «The Berne» and the Nottingham University research team was initially forged by **Professor Nicky James**, of the University's School of Nursing. Nicky is currently expanding her already formidable academic credentials by studying on the on-going TA psychotherapy course at «The Berne». She attended the recent ITA conference at York, where she led a discussion group on «The Future Course of Research in the ITA».

Nicky and Patrick emphasise that to secure the future of any kind of psychotherapy in the UK—TA included—it is necessary to compile and continue to develop a systematic evidence base. Continual research on outcomes, Patrick says, needs to become «second nature» as a part of on-going practice.

Background information: The Berne Institute, founded in 1993, is a training centre providing courses in transactional analysis (TA) psychotherapy and counselling. It is based in the village of Kegworth, near Nottingham, UK. The Co-Directors of The Berne Institute are **Ian Stewart PhD** and **Adrienne Lee BA**, both of whom are accredited by the European Association for Transactional Analysis (EATA) and the International Transactional Analysis Association (ITAA) as Teaching and Supervising Transactional Analysts. «The Berne» is a Registered Training Establishment of the UK's Institute of Transactional Analysis (ITA).

When West meets East : Summer schools in TA

After 3 years of being Chair of the European Connection Committee of EATA it is a great pleasure for me to see how our community is growing and developing, embracing values and qualities from different cultural backgrounds of associations that affiliate to EATA.

During the last year affiliated Macedonian, Bosnian and Armenian TA-associations to EATA. This year in the process of affiliation are Greek association, Bulgaria and Montenegro. It is obvious, that the OK-OK position, as philosophical and humanistic approach (the basis of EATA) invites colleagues from all over Europe to practice, share and contribute in spreading TA world wide.

In EATA and its committees, we pay attention on different socio-economical possibilities of our members, and equal opportunities for all. Still there is work to do to provide training in different fields for members of associations where there is no PTSTA's or TSTA's in the field. We were analyzing difficulties of trainees in East European countries on many regional meetings where trainers from East and West European countries participated, as well as representatives of EATA. Such meetings were organized in Belgrade 2005, Ljubljana 2006 and Skopje 2007.

In many East European associations there is a lack of training in organizational, educational and counseling fields. Regarding that, in many countries transition, law specifies more and more the accreditation of psychotherapists, the situation gets even more difficult. A need for training in the different fields of application is obvious.

Another problem is also the still rather low numbers of trainees in East European countries. For example in Macedonia, Serbia, Bosnia, Slovenia altogether only one group for starting organizational training can be formed. In other countries like Ukraine and Russia there are only trainers from abroad that can provide

such training several times per year. To meet these different needs EATA (through its European Connection Committee) is planning SUMMER SCHOOLS of EATA in regions with an interest and no resources in trainers. In this way (in some pleasant environment for summer work, mountain or near the sea) workshops and training can be organized for 5-7 days (for example) and trainees can obtain up to 40 hours of training and supervision in one time slot.

Toni Lipp PTSTA-O, already delivered in a similar way training in Croatia and Macedonia and participants were from many countries in the neighbourhood. We have discussed that obtaining supervision and discussion with trainees by internet in between two summer schools, is a good idea to maintain contact with the trainer. Marco Macetti chair of COC, and Maria Teresa Tosi chair of PTSC also participated in those regional meetings in order to discuss with members their training needs and ways for preparation for taking CTA exam in desired fields. They both supported the idea that representative of COC or PTSC committee attend Summer School events in order to deliver workshops or panel discussions about training and EATA exam procedure.

Such facilitation of training and cross cultural fertilisation is happily accepted by the trainees. It gives them strong input and strokes to belong and to contribute to our TA community.

This exchange between West and East is a great example of respect, acceptance and understanding of diversities that eventually result in a better world for all of us.



Marina Banic (middle) celebrating with delegate of MATA Lora Pancevska and President of MATA Dejan Atanasov the affiliation to EATA

Marina Banic, ECC Chair

In the last minute before printing, this letter from John Parr reached us and we publish it herewith as an important input to the discussion about the new Ethics Code. Unfortunately there has not been enough time for EATA Ethics Committee to show their point of view in this newsletter.

Ethics Code: A call to action

EATA Council will vote upon a new code of Ethics in their meetings July 2007. This letter proposes that this new code of ethics, however, will prove insufficient as a set of moral guidelines for the protection of our members and their clients and will not bear up under scrutiny from people outside our community.

We hardly need to make a case for the necessity for a clear statement of ethics, both as guiding principles as well as a set of rules against which alleged complaints about professional activities can be assessed. I am certain that few, if any, professionals enter a professional relationship with an agenda that includes abusing clients or behaving unprofessionally. Rather, most would place professional and ethical behaviour high on their list of essential behaviours.

The issue now before us in EATA is not do we need or not need an ethics code, rather it is about addressing the nature of the format of the code of ethics and addressing and developing a clear means of managing ethics where individuals fall short of our ethical standards.

Until the beginning of the 21st century EATA had both a clear statement of ethics, (A code set out in simple language informing members of the 'do's and don'ts' for a TA professional) as well as clear procedures to manage ethics hearings. In the event that an individual was called upon to defend themselves against an ethical complaint the rules and procedures were clear.

In the first place they could expect to be directly confronted by the complainant in an OK OK way; then if this failed to result in an agreement the complaint could be made to the National Ethics Committee and would be dealt with at the national level. Finally if the national process did not facilitate a satisfactory resolution between the parties, complainants and respondents had the right of appeal to EATA. EATA Ethics committee therefore acted as a 'higher court' or court of appeal. EATA Ethics committee could also take difficult cases deemed unsafe to be heard at the National Level, e.g. where conflict of interest or reasonable doubt that an objective process could be managed nationally.

I believe that this system offered the safest method of managing ethical issues, as cases that come before ethics committees frequently involve discounting and unconscious processes and often become contaminated by rumour and gossip in small communities such as exist in national TA bodies. Yes, gossip and rumour about Ethics cases is unethical but it is still inevitable in tight communities such as those in the TA community. For example, although in the UK there are over 1000 members of ITA, a very small percentage of this number are professional members and almost every one knows each other. The ability to go outside the smaller community to the European or even international community for objectivity seemed in some cases to be safer and therefore to be an appropriate role for EATA Ethics Committee.

IN THE EARLY 2000's, partly inspired by a conflict between EATA and a National Association over an ethics case, EATA Ethics committee began a review of EATA's role in the management of ethics. One of the resulting changes was to place EATA in the role of offering advice to national bodies on the management of ethics cases and of offering mediation and de-escalation to those involved in ethics complaints. Both complainant and respondent could call for mediation. I applaud this innovation, as a really important and needed resource to our members. However, along with this development EATA decided that it would no longer be available as a 'higher court of appeal'. I believe this to be a mistake. In some respects I believe that by removing the right of appeal EATA abdicates from its duty of protection to the public, to the professional member and to the wider TA community.

It seems odd to me that EATA has an ethics statement and code, but seems not want the power to enforce Ethics. What is the point of an ethics code, if we do not see the code as important enough to enforce?

Now EATA offers us a new revised ethics code to replace the old ethics rules. The new 'code' is mostly a statement of principles and guidelines replacing the clearly stated don'ts or rules, with a more 'Adult' based description of ethics. I believe the new code really does add something to our ethical position, by linking ethics much more clearly to the declaration of human rights. So the new code together with National Ethics Codes is a helpful move towards heightening awareness of Ethical principles and showing clearly what we mean in TA by respect for humanity. However, by removing the clear statement of what the code means in terms of rules and by not having an active committee where cases can be heard, EATA runs the risk of breaching some of the basic principles of human rights, particularly the right to protection from abuse and the right to equal opportunities.

How? One of the underpinning principles of any ethics code is that of Justice, meaning the right to be treated equally. Where there is no clearly stated rule, but rather a vague guideline, interpretation of how to examine and judge ethical issues, becomes a matter for each different ethics committee to determine. It is probably true that to some extent this will always be the case, even where there are clear rules, however in the absence of rules, the grey area becomes even greyer. This places both potential claimants and respondents at risk because the more room for interpretation there is, the more likely there will be injustice.

In the absence of an appeal procedure and an unbiased body to hear disputed ethics findings, there is an increased risk of a lack of justice. The risk of miscarriages of justice is highest where the national body is very small. However, even where the national body is large such as DGTA, ITA, IFAT etc, there will still be risks and in some cases it will be impossible to find an unbiased ethics committee at the National level. EATA Ethics Committee as a 'Court of Appeal' is therefore, an important safety net in this respect.

Therefore, I urge EATA to reconsider the position vis a vis ethics. I call EATA members and national Associations to lobby EATA Council to return to the practice of having a standing ethics committee, trained to respond to individual and national needs and willing to take the often tricky and difficult role of acting as a court of appeal, in the few cases where this is needed. Perhaps even in some cases, EATA may also need to accept the role of being the ethics committee for the national body where internal problems at the national level calls for it. I propose there are good reasons for maintaining a 'rule based code', well worded, clear and covering the essential issues. The proposed 'new code' would add a clear statement of principles, to act as an inspiration for our members to internalise the issues of respect this statement embodies. In addition however, we need a clear and manageable procedure that all understand and use to encourage equal opportunities for all EATA members and their clients providing as just a system as possible. With clear rules, ambiguity is reduced and the practical application of the code is made with more precision. With a simple set of principles there is too much room for redefinition and manipulation. Even with the provision of case examples, each new situation has to be interpreted.

Given that in France the government is making allegations that TA is a Sect, we really need to demonstrate clearly our adherence to the declaration of human rights. We also need to demonstrate transparency regarding our clear management of ethics, our protection of all parties involved in **professional relationships** and our willingness to involve outside parties, e.g. non TA professionals in our ethics committees.

John Parr PTSTA (Psychotherapy)

John has been a member of ITA PTSC, ITA Council, ITA Chair, EATA President, Member of EATA Ethics Committee, Ethics Co Chair of ITAA, co author of the ITAA code of Ethics.

The Pilot Study for a new route to TSTA training and qualification and The Research project

This article wants to up-date you about the PTSC project to test a new way to train and qualify TSTAs. Nicole Pierre, TSTA E and PTSC member and Resi Tosi TSTA P and Chair of PTSC wrote it together because Nicole, as PTSC member, will take over from Resi the coordination of the pilot study.

Under the proposal of the German speaking group, the pilot study for a new route to TSTA training and qualification project is going on.

The proposal was put forward by the German speaking group some years ago and it was presented at the Trainers Meeting in Edinburgh, in 2005.

Some of the basic ideas were related to a) creating a permanent training which would result in «credit points» allocated to the activities aimed at becoming CTAs Trainers and future Mentors (the trainer of trainers), b) having two careers (first CTAs Trainer and then Mentor) and c) qualifying the Trainers and Mentors through interviews/colloquium not exams.

Many trainers (from UK and Italy especially) and PTSC showed their interest about these proposals. PTSC started to work straight away discussing a possible project to test this new way, together with representatives of the German speaking group

The thinking groups agreed on the following points :

- to create two different routes, two specific careers :
 - . level 1 for CTA trainers, called «Trainers' cycle»
 - . level 2 for Master Trainers and Supervisors of Trainers called «Mentors' cycle»
- to introduce a continuous assessment or «quality control» into the accreditation system for TA trainers, to take some of the emphasis off the «big» final exam.
- to keep the TEW as a gate towards trainers career
- to have international yearly workshops to assess the competences of the trainers in training

PTSC decided that it was worthwhile to take this opportunity to deliver a research to study this new way to train and to qualify trainers. A task force of researchers coordinated by Resi Tosi (Chair of PTSC) was formed to create a qualitative research project and a quantitative one. Ute Hagehulsmann, Trudi Newton, Pio Scilligo, Charlotte Sills, Werner Vogelauer, (and also Henning Schulze and Gudrun Stummer) worked generously to create a research plan.

PTSC agreed to fund a pilot study and a research on it, taking into account the suggested trends.

in the meanwhile Matthias Sell started to work to differentiate the «traditional» TEW in a TPW (first level) and a TEW (second level). An article was published on the June 2006 Newsletter to explain this new format which is congruent with the structure of the pilot study.

The pilot study

Credit point system

The list of the credit points allocated to the different activities was created by the German speaking group. The credit points will be attributed to three categories of activities:

Teaching
Supervision
Others – conferences, lectures, publications of articles and others, self development
etc.

Evaluation

Continuous evaluation will take place each year during a workshop (same type as the TEW) by experimented TSTAs who will give feed back and requirements if needed.

Training time

The training will last at least three years at the end of which the participants will be accredited through a colloquium/interview, without examination, as they had been regularly assessed.

At the beginning of the pilot a file system will be introduced, similar to the TPO, which the participant will keep during the three years.

Costs:

The workshops should not be expensive for the participants. They will take place at the conferences venues, for example, and EATA would provide translations and possible bursaries.

The research

It will be done by means of **inquiries and questionnaires**.

The qualitative research will be done by Trudi Newton and Charlotte Sills. It will be based on the collaborative/cooperative inquiry.

The main research question they want to start with is: «How does someone become an effective teacher and supervisor of TA practitioners/transactional analysts?»

The quantitative research will be coordinated by Pio Scilligo.

It is based on two questionnaires: one on Ego States (INTREX) and one on the Attachment (ECR R)

The questionnaire on the competences

The German speaking group has created a questionnaire on the competences, to answer yearly starting from the beginning of the pilot.

Pilot study and research

The original research project planned to have four groups of participants, two of which in the new route and two in the old process. However, as 16 PTSTAs enrolled for the pilot we decided to create only two groups, randomly.

GROUP 1: will train according to the new route and will answer to questionnaires and inquiries

GROUP 2: will train in the «old» way and will answer to questionnaires and inquiries

A third group is being formed which will answer only to the questionnaires.

The 16 «young» PTSTAs of Group 1 and 2 did their TEW in 2005 or 2006 and enrolled for the pilot study by sending an application form.

The first international workshop will be held in 2008..

Pilot Project for the Mentors Cycle

PTSC has already decided to fund a similar pilot study and research also for the Mentors Cycle. This will take place as soon as the first pilot will be running smoothly and we will have enough resources to organize the Mentors one.

Nicole Pierre and Maria Teresa Tosi

Discussion wanted:

Group Tapes for the CTA Exams in Psychotherapy ?

In the Madrid meeting PTSC decided to open an inquiry among EATA members and trainers to know more about their opinions regarding making optional to bring a groupwork tape for the CTA oral exam in the Psychotherapy field.

This proposal was put forward in the last TACC meeting in Istanbul by some international associations representatives. The reasons for this proposal arise from pragmatic considerations. In many countries psychotherapy CTA candidates choose to focus their work on individual psychotherapy. They usually work with clients in individual setting and use TA approach in a variety of group contexts, not specifically psychotherapeutic ones. Besides that, some trainers say that, as a matter of fact, teaching group work is not the main goal in their training groups.

The proposal (**only for the Psychotherapy field**) include:

- To take out the 50 hours of group work as a requirement
- To make it optional to bring a group tape for the oral exam (still three tapes required)
- To add an optional question to the section D of the written case: «What transactional analysis concepts do you use in working with groups? How do these influence your practice?»
- To add to the oral rating scale Q1: Describe including implications of. . . add: «with individuals or in groups».

I'm asking you to cooperate to this discussion giving your feedback and opinion about this proposal, also related to the national context in which you work.

Please send your feedback within June 25th, so the PTSC will come back to this topic having a wider knowledge of the thinking and feelings of EATA members.

Send your comments through the EATA web-site: www.eatanews.org Login:group_tapes password: taeurope

Thank you!

Maria Teresa Tosi, Chair of PTSC

Financial decisions of COC (in cooperation with the EATA treasurer):

After calculating the costs of COC and the budget two things became clear: exams are usually more expensive (room costs, organising the whole event and carrying it through.) then the income from exam fees. This is true in spite of the fact, that all organisation and examining is done on a voluntary basis and nobody is paid for their work with the exception of the office personal in the EATA office. Since, on the other hand, the exams are an important cornerstone in the whole TA culture and socialisation and examinees still pay a lot and are usually not rich people COC decided to keep it that way (to pay more than the income) and not raise the exam fees to help our younger colleagues and the growth of TA in Europe.

On the other hand it is necessary to raise the fees for the evaluation of P/TSTAs who want to expand their field of application (delete: change the field of examination) and pay for this assessment process. Here it is clearly professional interest and the fee should be high enough to cover the costs of the whole process. The fee for the expansion process will be in the future 250.- Euro.

Marco Mazzetti
Chair of COC

Jan Hennig
treasurer of EATA

COC observer in EATA exams

The background

The COC observer is a service that the Commission of Certification decided to implement in order to respond to the new challenges that the growth of TA in Europe created in our community.

Exams in Europe, mainly at CTA level, are growing in number and are more and more organized on a national basis, mainly in the bigger countries, with candidates and examiners coming from the same country (or linguistic group): the risk of losing our international flavour is high, and EATA thinks that maintaining our cross-cultural organization is a precious value. At the same time the process of evaluation is, at present, not monitored and no kind of training for examiners is present in our certification system.

In order to help retain our internationality, and to gather information about what is happening during exams (for future initiatives to improve the quality of the evaluation process) COC decided to send an observer to each national exam venue around Europe, to find out what is happening and what are the needs of our community.

The first experiences went very well, with much positive feed-back from colleagues both for the observer's presence on the boards and also in the head-quarters of the exams: it seemed an effective answer to a real need in our community, to be followed and helped in the self-assessment process of quality assurance relating to examinations.

The contract

The observer is a TSTA and a very experienced examiner, living and working in a different country but possibly speaking fluently the language of the country where the exams take place. He/she is a member of COC (or an experienced colleague appointed by this Commission) and has excellent knowledge of our organization.

The contract between the observer and the COC is the following:

The observers tasks will be:

1. to take part in the candidates' and examiners' meeting(s), explaining clearly their function, which is:
 - to gather information about the possible different cultural styles of examining around Europe and exchange ideas and information in order to maintain our international flavour.
 - to give feedback to the boards and to the local organizers (NB they will not, however, be there to examine or assess examiners or organizers).
 - to be prepared to give information to anyone who might have questions about our organization. For example, they themselves might have some information or they can help people find it. It is very useful to bring with them the Handbook and the Council Booklet so that they might give contact details of relevant officers or committees such as research committee, bursaries officer etc.
 - to act as an ambassador or public relations person for our organization: people usually appreciate very much the opportunity to exchange information with a member of Council, or COC and PTSC, or a competent colleague about our organization so that EATA is not seen just as a big Parent who lays down rules, but also, through contact with a human being, a friendly and supportive presence, which is what we want. This is an effective way to bring our association closer to our colleagues around Europe.
2. to observe some sample exams. The observer will explain clearly that they will be totally out from the exam process:
 - he/she will sit apart from the board and the candidate, and has to be considered «invisible».He/she will start to speak only at the end of the exam, after the candidate leaves the room, to

- exchange strokes and give brief feed-back to the board. In other words, the observer will act during the exams according to the functions described in section 9.7 of the EATA Handbook.
- COC suggests that the feedback will be done in two parts: first the observer gives his/her feedback to the board, and then the board gives a feedback to the observer about their opinions on the new experience. This can help to maintain mutual learning and an equal relationship
3. After the exams the observers will exchange strokes and feedbacks with the exam supervisor(s) with a double process, as above, and will participate in the debriefing and celebrations.
 4. The observer will write a report for the COC, covering all the area of their contract.
 5. COC will reimburse the costs of travelling (flight, train etc.) plus a lump sum per day for accomodation and meals, as for usual EATA missions. As for usual EATA missions there is no payment for the observer: this is a service on voluntary basis.
 6. COC asks the local organizers to give all the help the observer will need for his/her mission (hotel booking etc.)
- COC thanks very much the colleagues who will serve as observer for our organization, and contribute to the healthy growth of it.

The Commission of Certification Chairperson
Marco Mazzetti TSTA-P

Exam Successes

The following candidates passed their exam
March 2007 in York, UK:

Congratulations

Christine Ackers-Griffin CTA (P), Ann Angier CTA (P), Sue Ashby CTA (P), Alison Ayres TSTA (P), Vauna Beauvais CTA (P), Sally Evans CTA (P), Mo Felton TTA (P), Julie Guest CTA (P), Michael Hartley CTA (P), Lis Heath TSTA (P), Ann Heathcote CTA (P), Binkie Heather CTA (P), Christine Hosking CTA (P), Lynda Howell CTA (P), Roxana Howkins CTA (P), Paul Kellett CTA (P), Helen King CTA (P), Hayley Marshall CTA (P), Jane McCallum CTA (P), Alastair Moodie TSTA (P), Frances Pick CTA (P), Zing Rock CTA (P), Helen Rowland CTA (P), Celia Shalom CTA (P), Judy Shaw CTA (P), Enda Spain CTA (P), Trevor Timms CTA (P), Christina Wagstaff CTA (P), Angela Wiltshire CTA (P), Deborah Wortman CTA (P).

CTA Examiners

Sue Eusden (exam supervisor), Jill Hunt (exam supervisor), Barbara Traynor (Process facilitator)
David Tidsall, Cathy Mcquaid, Dave Gowling, Robin Walford, Marilyn Wright, Barbara Clarkson, Jane Mcquillin, Peter Kravitz, Mark Widdowson, Julia Hall, Roger Day, Frances Townsend, Diane Beechcroft, John Renwick, Chrissie Wood, Judy Shaw, Graeme Summers, Heather Fowlie, Mo Felton, Jody Mardula, Andrew Bates, Biljana van Rijn, Mark Head, Jenni Hardy, Alison Ayres, Ursula Duncan, Pete Shotton, Sabine Klingenberg, Rosemary Napper, Eluned Gold, Jean Lancashire, Juliet Sheppard, Jenny Robinson, Pietro Cardile, Francesca Hannah, Enid Welford, Jenny Bridge, Val Heppel
Volunteers who helped, Hilary Spenceley, Lyn Wall

Exams in Neustadt/Weinstraße, Germany November 2006

We thank **Barbara Classen** for her services as examiner in Neustadt/Weinstraße, Germany in November 2006. Her name was missing on the list in the last EATA Newsletter and we apologise for it.

PTSC and COC

On March 9th there was an intensive working meeting of PTSC and COC (in conjunction with the meeting of Executive Committee) in Madrid/Spain. On the picture (a photomontage) you can see all the faces of the people who are working for you and the whole TA community in the fields of training and certification in EATA.



In the front from left to right: Nevenka Miljkovic, Vice-President; Isabelle Crespelle; Sabine Klingenberg, new Chair of PTSC; Dave Spenceley, Supervising Examiner; Jenny Bridge, In the middle: Marina Banic, Nicole Pierre; Charlotte Sills; Maria Teresa Tosi, President elect; Marco Mazzetti, Chair of COC «on top»: Jacqueline Dossenbach-Schuler

Language Coordinator wanted!

The scandinavian language coordinator, Kjell Norden, resigned. People who are willing to be the new scandinavian language coordinator can apply to Marco Mazzetti, Chair of COC. His eMail-address is marcomazzetti.at@libero.it



TA in Romania

This is a group Romanian ta ers preparing for CTA by doing personal work together in Bukarest.

Ans Gielen and Anne-Marie Linnenkamp from the Netherlands go there several times to do groups for personal work.

EXAM CALENDAR

Exam	Exam Date	Location	Appl. Deadline
CTA	COC June 27-28th, 2007	Rome, Italy	27. Mrz 07
	COC July 5th, 2007	Les Diablerets, Switzerland	05. Apr 07
	BOC August 8th, 2007	San Francisco, USA	08. May 07
	COC Nov. 9th, 2007	Paris, France	01. Aug 07
	COC Nov. 16th, 2007	Neustadt/Weinstr., Germany	01. Aug 07
TSTA	COC July 5th, 2007	Les Diablerets, Switzerland	01. Apr 07
	BOC August 8th, 2007	San Francisco, USA	08. Feb. 07
	COC Nov. 16th, 2007	Neustadt/Weinstr. Germany	01. Aug 07
TEW	COC July 1-3rd, 2007	Les Diablerets, Switzerland	01. Apr 07
	COC Nov. 18-20th, 2007	Neustadt/Weinstr. Germany	01. Aug 07

EATA-Conference 2007

Les Diablerets, Switzerland, July, 6th - 8th, 2007

Theme: The Individual in an ever changing world

* COC CTA exam candidates who are doing the COC written case study must submit it no later than six months before the oral exam date. Details/application available from the COC Language Group Coordinators. **Note: Exams subject to availability of examiners/exam supervisors.** BOC not responsible for expenses incurred when unavailability of examiners/exam supervisors causes exams to be canceled or postponed. To be an examiner for an ITAA/BOC exam, examiners must be at least a CTA for a CTA exam or a TSTA for a TSTA exam.

To arrange to take a BOC exam, contact the T&C Council, 2186 Rheem Drive #B-1, Pleasanton, CA 94588, USA. Note: COC people sitting for BOC exams must forward the equivalent of the EATA fee to the T & C Council office.

To arrange to take a COC exam, contact your EATA Language Coordinator. Check with the EATA office or the *EATA Newsletter* for the name of the appropriate Language Group Coordinator.

TSC Training Endorsement Workshop fee: \$450 ITAA members/\$600 non-ITAA members payable in US dollars to T&C Council, c/o T&C Council office, 2186 Rheem Drive #B-1, Pleasanton, CA 94588 USA

COC Training Endorsement Workshop: to take a COC TEW, contact the European TEW Coordinator, Matthias Sell, eMail: institut@inita.de.

IDTA Conference in Glasgow, UK

November 9th and 10th, 2007

CULTURAL DIFFERENCE

Can we be different and still get on with each other?

Venue: Beardmore Hotel and Conference Centre, Glasgow

For more informations please contact IDTA idta@adinternational.com