

Mary Goulding Says Good-bye

Mary Goulding died on Sunday 7 December 2008 at 12:10 am in Berkeley, California. Two days earlier, on Friday, she wrote the following message, which was sent out after her death.

It was the darndest thing! On Saturday, 30 November, I was to go to the thoroughbred races with step-daughter Kathleen Callahan, but woke up very tired. I stayed home on Saturday and Sunday. On Monday I had a new sensation, difficulty breathing, so I dressed in my flashy pink jeans and my lavender sweatshirt from my daughter Claudia and called my favorite cab driver: "Maybe I should go to Alta Bates." He asked why and I told him I was having trouble breathing. He said, "Unlock your front door. I'm calling you an ambulance." I'd been admitted one other time, for the birth of my son, David, 60 years ago. It turned out I had congestive heart failure, a heart attack on Saturday, and one on Monday. Seems diabetic Women are prone to silent heart attacks. I have pneumonia in both lungs and pulmonary edema, which is getting worse. Long explanation of why I am dying. I feel strangely calm as I drift in spite of medicine and a constantly needed oxygen mask. I know the pain of saying good-bye to the living. As an atheist moving into nothingness, there is no pain. No matter when I died there would be places left to visit and beauty still to enjoy. I cannot imagine a better life than I have had—so much of it stimulated by ITAA.

Many thanks and much much love to all of you, Mary



Ruth McClendon and Les Kadis are planning a memorial for Mary at the family's request. It will be held on Saturday 28 Feb 2009 at 1:00pm at the Sanctuary Beach Resort in Marina, CA. For details, contact Carol Solomon at carolsolomonphd@pacbell.net (put Memorial in subject line) or call 415-929-0500.

Getting and Staying Involved: Reflections on Leadership and Membership in the ITAA

by Gianpiero Petriglieri

Just as we were finishing this Script and some time after I had written my article, we heard the sad news about the deaths of Carlo Moiso, and then a week later, Mary Goulding. I will be writing more about both of them soon, but in the meantime, I want to urge all of you to consider honoring them and their legacies by finding ways to become more involved in the ITAA. I hope my article and the call for board nominations below will give you some ideas. Let their example be an inspiration to us all.

In the last issue of *The Script*, I described the work of the ITAA Board of Trustees (BOT) over the past year and the decisions taken in our Johannesburg meeting. In this issue I want to share some important developments that have occurred since that meeting. The last 4 months have been intense, eventful, and thought provoking for the BOT and for me personally. The conversations that began in Johannesburg continued in the conference corridors, over e-mail, and on the phone. I was neither privy to them all, nor

can I speak on behalf of all involved. However, I feel a duty to report on the events that have unfolded, and I wish to seize the opportunity that these present for our community.

This article has two aims—to inform and to invite thoughts and responses from all of you. In the first half, I will cover what has been going on in the board of trustees over the last months. In the second, I will outline a set of related issues—financial, professional, and leadership ones—that I believe are important for our community to address in the coming months and years. Let me be clear up front. This article was shaped by hours of conversations and listening to many points of view—often discordant. It represents, however, one view, one voice, one tone: mine. It is not intended to be a comprehensive factual account or to present an objective set of issues. The last thing I want to do is to close off discussion of the themes that follow here. On the contrary, I wish to open them up for public discussion. While we are a diverse community in many ways, we do share a belief in OK-OK dialogue



"The question we need to reflect on is this: Are we happy with who (and what) is brought inside and who (and what) is left out of the ITAA?"

and a faith in the transformational power of conversations. Let us hope both inspire our exchanges in the coming months.

The weeks that followed the Johannesburg conference saw much activity and high energy in e-mail exchanges between members of the BOT, as well as between the board and senior ITAA members. There was renewed commitment after Johannesburg and a firm resolve to tackle the perception of a growing disconnect between the

continued on page 2

Otherwise

As I read Mary's good-bye letter, my heart both ached and soared. Here was Mary in her full spirit as she faced the passing of her life in the midst of those she loved. As I finished reading, a poem, "Otherwise," came to mind. It was written by Jane Kenyon as she was dying of cancer. In part, she wrote:

I got out of bed
on two strong legs,
It might have been
otherwise.
... All morning I did
the work I love.

I slept in a bed
in a room with paintings
on the walls, and
planned another day
just like this day.
But one day, I know,
it will be otherwise.

Our community has witnessed the recent deaths of Robin Maslen, Ted Novey, Leonhard Schlegel, and now Carlo Moiso and Mary Goulding. All were fiercely creative individuals, devoted to their work and contributing to this community of transactional analysts right up to the time of their deaths. Our work and our lives are richer for their contributions, and I hope that our international community brought richness and meaning to their lives. We invite you, our readers, to contribute thoughts and reflections on these leaders and teachers in the next issue of *The Script*.

—Bill Cornell

REFERENCE

Kenyon, J. (1996). *Otherwise*. St. Paul, MN: Graywolf Press.

Nominations Reopened for ITAA President-Elect & Officer Positions

As described by ITAA President Gianpiero Petriglieri (see article above), the ITAA is seeking nominations for the following elected positions:

Officers (nominations allowed from any region and elected at large by all ITAA voting members)

- President-Elect
- Vice President of Development
- Secretary
- Treasurer

Regional Trustee (nomination and election only by members of the region)

- Trustee Asia/India

Nominations require the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination, and the name of the person seconding the nomination. To be eligible for nomination, trustees may not have already served two consecutive terms of office in any position on the board. Position statements (charters) that describe the function and selection criteria for each of the officer posi-

tions are available from the ITAA office or in the Guidelines (part of the official documentation) on the ITAA Web site at www.itaanet.org. Nominees are encouraged to read and understand these before accepting nomination.

Send nominations to the ITAA Vice President of Operations and Nominations Committee Chair C. Suriyaprakash at suriya.sunshine@gmail.com. **The deadline for this special call for nominations is 15 March 2009.**

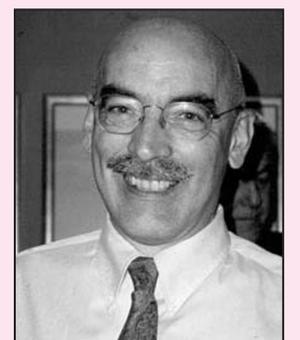
Those who accept nomination to the above positions must e-mail a written statement and digital photo to the Nominating Committee Chair as soon as possible and no later than the 15 March deadline. Statements should be maximum 500 words for president-elect nominees and 250 words maximum for other officers/trustees.

Election Procedures: As per the ITAA bylaws (revised 1996), if there is no more than one candidate per position, there will be no ballot, and the results of the election will be announced in

continued on page 7

Losing Carlo Moiso

Carlo Moiso, MD, TSTA, a long-time and beloved ITAA member, died on 28 November 2008 after a long battle with cancer. In 1987 he won the Eric Berne Memorial Scientific Award for his 1985 *TJ* article "Ego States and Transference." His memorial service was held on 1 December in Rome, Italy. We will be publishing more about Carlo and his life and work in the next *Script*.



Getting and Staying

continued from page 1

BOT—hard at work governing the association—and the ITAA membership. Questions continued to be discussed about whether the board was informing the members enough about its proceedings and intentions (e.g., through *The Script*) and offering opportunities for the membership to engage in the governance of the association. Some argued that, as in many associations that rely on volunteer work, most members are both uninterested in governance matters and content to remain in a relatively passive, recipient role—as long as they are happy with the services provided. Others responded that this was a convenient interpretation for a board that wished to advance its own agenda without much scrutiny and that it was our responsibility to provoke and energize broader engagement. Some argued that we had addressed this issue seriously in Johannesburg. Others responded that we had not quite gone far enough.

I followed this debate with great interest. At my first BOT meeting as president, in 2007, I remarked that I had found the board, in the past, to often engage in either a “lovefest” or “open warfare” mode, neither of which, in my view, is particularly useful for the effective functioning of the BOT as a group. As I saw it, our two functions—managing the ITAA’s operations and providing a forum for strategic and political debate—would best be served by a culture of open articulation and constructive management of different values and points of view. I envisioned a board, and an association, in which differences and strong disagreement could take place in a trusting-enough and respectful-enough

environment. I believed this change would be reflected in the quality of the ITAA’s services, as well as in its culture. In the 2 years that followed, thanks to the dedication, courage, and hard work of BOT members, we saw much success. The board meetings in San Francisco and Johannesburg, albeit not easy, were intense and productive—and the ITAA reaped the benefits in terms of membership numbers, sound financial management, publications, conferences, and new initiatives.

“We need to debate what kind of place we want the home of the global transactional analysis community to be. What do we want it to feel like in the next decade, and what kind of leadership do we want in the years ahead?”

It therefore came as a shock when, in late September of this year, the nominees for president-elect, vice president of development, treasurer, and secretary—four key positions on the executive committee—announced that they intended to withdraw their nominations for a variety of reasons. These included, but were not limited to, dissatisfaction with the current governance, leadership, and culture of the association. At first, like many others, I was sad, angry, and struggled to understand. It was not lost on me that the resignations could be interpreted in various ways: as political statements or as personal ones, as consequences of the inept absence or of the moderate presence of my leadership, as confirmation of some ITAA members’ concerns about the “groupishness” of the BOT, as confirmation of some BOT members’ concerns about the disruptive influence of one or two ITAA members, as acts of foolishness or wisdom, as payoffs in a game, or as acts of adult integrity. There is a bit of truth in all of these, I feel. I also believe that it is for those of us involved to answer questions as to our overt intentions and to reflect on potential covert ones.

In my role as president, following the resignations, I thought it necessary first to make sure that the management of the association and supervision of our ongoing initiatives were covered and second to reflect on the meaning of these events. Albeit tempting to see it that way, this is not a crisis. It is an opportunity to test and further our commitments to transparency, engagement, and democratic process. As I see it, we were momentarily unable, as a group, to contain the differences in values, philosophies, strategy, and points of view that we were fortunate to have on the board. I regret that. While we as a board have gone a long way toward open dialogue and integration of diverse points of view, there is obviously some way to go. I am sad that the ITAA lost the talent, energy, and competence of several potential board members. I am most of all resolute that we need not interpret these events as interpersonal phenomena, irrespective of the extent to which our personal idiosyncrasies and game-playing contributed to them. This would be easy and familiar—and it would allow us an escape from the difficult, necessary, strategic debates that need to continue.

Practically, there are now several key positions open on the board of trustees, including that of president-elect. The BOT has resolved, in consultation with ITAA’s legal counsel, that we shall not appoint replacements to the open positions, even though that is allowed through our bylaws. We are, instead, calling for a fresh set of nominations. We believe it is appropriate for the whole membership to engage in putting forward, and selecting, its future leaders. The call for nominations is in this issue of *The Script*. I hope you will be encouraged to volunteer for one of these roles, and in doing so to articulate your point of view on the issues that the ITAA faces, as well as on the leadership style that you would bring to the table. Whether you volunteer personally or not, do make your voice heard.

As I see it, the issues we face can be combined into three groups: financial, professional, and leadership. I want to outline each here, starting with a core tension that I think underlies them all. I believe that at the core of the ITAA’s uniqueness, longevity, and success are three factors: first, the immediate appeal and effectiveness of transactional analysis theory and methods; second, the deep emotional bond of most members with the association’s purpose and community; and third, the tension between the two “souls” of the ITAA, that of professional association and social movement. We aspire to provide services and forums for exchange for transactional analysis professionals and to uphold and advance a set of transactional analysis values we hold dear. It is from this tension that—in our best moments—we draw our unique shade of professionalism with a personal touch. It is from this tension that—in the worst times—stem our most polarized arguments and seemingly interpersonal conflicts. Managing this polarity so that it makes us who we are rather than pulling us apart, so that it unites and distinguishes us rather than dividing and casting us against each other—that, as I see it, is the main challenge of our community. It is a challenge that requires a positive definition of both sides. We fail when we discount the side of the polarity that appeals to us the least. How often do you hear those who advocate for professionalism and managerial efficiency accused of seeking to turn the association into a business? How many times have those who cherish the values of community and social activism been told that they want the association to be a kind of open party? The ITAA is neither a business nor a party. It is a global community of professionals who often hold different views. This basic tension, in my view, underlies every issue we face, and it can be brought to bear in addressing them. Let me consider three that, as mentioned earlier, I think are central.

“We need experience and competence in our future leadership as much as we need to feel represented, involved, and kept in mind.”

First, the finances. The credit crunch has hit us. The BOT has taken prompt action by hiring a wealth manager to rebalance our investment portfolio. Nevertheless, we have suffered. Even more so since in the last 5 years we have drawn out all the interest plus some capital from investments to finance the ITAA’s operations. One view is that we lose money every year because the board is not courageous, responsible, or efficient enough to either raise fees significantly or cut down inefficient operations or services that we cannot afford. Another is that we are fortunate to have these reserves, and we should use them to continue offering our current services while keeping membership fees low and more inclusive. Whichever view you subscribe to, the status quo cannot continue much longer. One of three scenarios must take its place: (1) we raise fees significantly so that we can sustain the current services for the current number of members without using money from our investments, (2) we find a way to increase our membership by about 600 people so that we break even with the current fee structure, or (3) we analyze current operations and services and cut down those that we will not be able to afford once the investments are no longer available. I personally favor option two, and you will read more on the “2010 members by 2010” initiative in future issues of *The Script*. I hope you will contribute actively to its success.

Second, professional issues. Thanks to the work of the Training & Certification Council (T&CC), we maintain high standards for training and certification in transactional analysis. Efforts are underway to refine and articulate a partnership agreement between the ITAA and the T&CC. You can read more about it in this issue of *The Script* (see pp. 6-7). You will also have read the lively debate on this topic in the past two *Scripts*. The

training and certification process generates strong views. For some it is the cornerstone of our community, without which the quality of transactional analysis professionals would plummet and the ITAA might well not exist. For others it contributes to transactional analysis’s marginality in the academic and professional landscapes of many Western countries. As I see it, our current training and certification cannot be held as either sacred or harmful. Like any socialization process, it creates a boundary between “inside” and “outside.” The question we need to reflect on is this: Are we happy with who (and what) is brought inside and who (and what) is left out?

With the current system, the ITAA membership will continue to be composed almost exclusively of two groups: training and certified members and individuals with a general interest in transactional analysis. In my view, this is problematic. It isolates us from professionals in psychotherapy, counseling, education, and organizational consulting who may not have chosen to certify in transactional analysis but have a serious interest in incorporating it into their practice. We offer precious little to this group in terms of strokes and developmental opportunities. This matters strategically. It is this broad category of potential members who would link us to universities and practices around the world. We also need to confront the perception, fostered in many a training group, that membership in the ITAA is for advanced, certified individuals. The renewal, inclusiveness, and vitality of our community are at stake. Professional issues also include the extent to which we provide open forums for dialogue with other modalities and schools of thought. This happens frequently at the level of training programs or other local and national groups. Most transactional analysis trainers are open-minded and not dogmatic. And yet it does not happen enough at the global level. The way we choose to define “professional” and the extent to which we invite a diverse set of professionals into our community has implications for how we manage our publications, conferences, educational material, and developmental opportunities.

Finally, there are leadership issues. To put it bluntly, we need to debate what kind of place we want the home of the global transactional analysis community to be. What do we want it to feel like in the next decade, and what kind of leadership do we want in the years ahead? Some are convinced that a more centralized form of governance, a strong harmonious board of competent and experienced people speaking in one voice would be best positioned to steer the ship. Others believe that only leaders with whom the membership can strongly identify, debating fiercely and stimulating broad involvement, will legitimately be able to write the next chapter in our history. Some will judge the ITAA’s leadership first and foremost by the outcomes it produces, including the timeliness and quality of the products and services we offer. Others will judge it by the process by which it governs the association—looking for our ability to infuse our community with meaning and credibly embody a set of values they hold dear. Holding both sides of this polarity is difficult, and it is essential. We need experience and competence in our future leadership as much as we need to feel represented, involved, and kept in mind. It is a tough balancing act to advance one’s agenda and have it constantly shaped by the broader community, and it is an essential one.

I have often fallen short of this ideal. And yet, however difficult it may be at times, I do find the privilege of holding this role, and serving our unique community, immensely rewarding. I invite you to experience it for yourself. Run for the board, make your voice heard. It is a profound learning opportunity and a unique way to serve a very special association indeed.

Gianpiero Petriglieri is the president of the ITAA. He can be reached at Gianpiero.petriglieri@insead.edu. Responses to this article will be published in upcoming issues of The Script.

ITAA The Script

The Newsletter of the International Transactional Analysis Association
2186 Rheem Dr., #B-1
Pleasanton, CA 94588-2775, USA
Phone: 925-600-8110
Fax: 925-600-8112
E-mail: itaa@itaa-net.org
Web site: http://www.itaa-net.org

Editor: William F. Cornell, MA
Managing Editor: Robin Fryer, MSW
Desktop Publishing: lockwood design
Printing: MarinSun Printing

Subscription Rates:
\$10 as part of all ITAA membership dues; not available by separate subscription

Advertising Rates:
Classified Ads: \$5/per 80 characters/spaces

Display Ads: Copy should be camera-ready

Ad Size	Rate	Width	Height
1/16 pg	\$50	2" (5cm)	3" (7.6cm)
1/8 pg	\$90	4½" (11.5cm)	3" (7.6cm)
1/4 pg	\$170	4½" (11.5cm)	6" (15.2cm)
3/8 pg	\$250	4½" (11.5cm)	9¼" (23.5cm)
1/2 pg H	\$330	9¼" (23.5cm)	6" (15.2cm)
1/2 pg V	\$330	4½" (11.5cm)	12¾" (32.4cm)
9/16 pg	\$370	6¾" (17.2cm)	9¼" (23.5cm)
Full pg	\$625	9¼" (23.5cm)	12¾" (32.4cm)

Deadlines for copy and advertising—first of the month prior to the month of publication. (*The Script* is not published in January, May, or September.)
Deadline: 1 January for the January-February issue; 1 February for the March issue.

Note: Publication of advertising in *The Script* does not imply endorsement by the newsletter, the editor, or the ITAA.

The Script (ISSN 0164-7393) is published monthly except January, May, and September by the International Transactional Analysis Association. The subscription rate is \$10/year as part of dues for all classes of membership. For information on dues rates for various membership classifications, contact the ITAA office at the above address. Periodicals postage paid at Pleasanton, California, and additional mailing office. POSTMASTER: Send address changes to *The Script*, 2186 Rheem Dr., #B-1, Pleasanton, CA 94558-2775. © 2008 International Transactional Analysis Association, Inc.

Published on recycled paper

Hearing the Humanist Hero

by Janice Dowson

For over 30 years I have been listening to Eric Berne speaking through his books and papers and channeled to me through people who learned directly from him, such as Leonard Ghan and Carol Solomon. By the time I met him in the mid 1970s, Berne was euhemerized as the primal leader and “glorious” hero of the ITAA. As I “listened” to Berne in those early years, I fell in love with his model of the mind and the art of transactional analysis psychotherapy. With all the exuberant passion of my 23 years, Berne became one of my heroes.

Before I ever listened to Berne’s words and ideas, I loved language and English literature. In college I permitted myself regular respite from studying psychology, philosophy, and sociology to spend cozy afternoons with poets such as Alexander Pope, William Blake, Coleridge, Dorothy Livesay, or F. R. Scott. These poets taught me much about the human condition and supplemented my study of Asch, Skinner, Milgram, and Zimbardo. Eric Berne’s ideas were introduced to me after college in the early 1970s. I was a 23-year-old social worker who was quickly becoming bored and disillusioned with a bureaucracy in which postal codes and paperwork seemed to be given precedence over preserving human dignity. Fortunately, these bureaucratic doldrums were relieved when I was offered a position working in an innovative adolescent treatment program in Oshawa, Ontario, Canada. One afternoon in April 1975, a psychiatric nurse named Marilyn Leonard (a student of Martha and Bill Holloway) appeared at the door of the treatment center to introduce our whole treatment team to Eric Berne’s ideas and to train our team in transactional analysis theory and group therapy. Marilyn was over six feet tall, spoke with a rhythmic Midwestern dialect, and had long golden hair like the heroic “angel” in Jamila Gavin’s (2000) tale of the eighteenth-century children’s home, *Coram Boy*. Marilyn was a careful and astute transactional analysis scholar who taught me about Berne’s ideas and especially his humanism. The title page of her transactional analysis courseware on ego states cited the early Roman playwright Terence (170 BC): “I am human; I consider nothing that is human alien to me.” Terence’s proverb preceded Berne by 20 centuries, yet it fortified and deepened my understanding of Berne’s (1966) functional analysis and humanistic “I’m OK, You’re OK” life position.

Marilyn Leonard taught our treatment team about functional analysis and that Child contamination of the Adult ego states are founded in our wishes, hopes, and fears. This initial introduction to Berne’s ideas gave me an enduring respect for the Rebellious Child ego state and a continuing compassion for the underlying drive to individuate while preserving human dignity that often motivated the self-defeating rebelliousness in those teens. As we continued to study Berne’s ideas, I was hooked by the transformative impact of transactional analysis on the storm and stress of the angry, depressed, withdrawn adolescents we worked with each day. At times our applications of these new tools were awkward, yet the teens grabbed Berne’s words and ideas to tell the stories of their lives and to understand each other with a powerfully penetrating unconditional acceptance. From my perspective, the adolescents in this TA-infused setting grew a self-respect and dignity that they carried out into the world with them to write their own lines to the upcoming acts and scenes of their lives.

This underlying respect for human dignity and decency continues to permeate transactional analysis conferences and culture, most recently reported in Sharon Kalinko’s *Script* message, in the form of “ubuntu” at the Johannesburg

Conference. In his discussion of positions, Berne (1966) maintained that the “intrinsically constructive,” healthy “I’m OK, You’re OK” position is the “best one for decent living” (pp. 270, 274). He later added that this attitude is the position of “genuine heroes and heroines” (Berne, 1972, p. 86). Berne’s humanistic focus on decency and his allusions to human dignity, together with his melding of psychology, myth, literary references, and obvious love of language quickly qualified him as one of my heroes and drew me to learn more transactional analysis.

In the spring of 1976 I found myself driving through a snowstorm in Ottawa to a TA 101 taught by Vince Gilpin. At first, Vince reminded



“Berne’s humanistic focus on decency and his allusions to human dignity, together with his melding of psychology, myth, literary references, and obvious love of language quickly qualified him as one of my heroes and drew me to learn more transactional analysis.”

me of the folk music hero Ritchie Havens. Havens had sung “Freedom” from the Woodstock stage a few years before Gilpin presented this method for achieving autonomy—a form of psychological freedom. Gilpin’s lively and elegant demonstrations of theory cleverly highlighted Berne’s (1956) advice: “[T]he clinician who can devote some time to clarifying the boundaries between his own ego states has a decided advantage in dealing with patients” (p. 8). That TA 101 was such a moving learning experience, I packed up and moved across Canada on a quest for the transactional analysis training programs on the Pacific Coast!

When my formal clinical training in transactional analysis began with Florence Olivier in Vancouver, I listened closely to what Berne had said about the science and art of psychotherapy. I am still listening. Throughout all 4 years of my clinical level-one training with Florence and the 6 years of my TSTA training, I learned what Berne meant in 1956 when he said “expertness” (p. 8) in transactional analysis was not attained quickly or easily. Even if I had read this during my training, I imagine it would have challenged rather than discouraged me.

Shortly after Leonard Ghan passed away in the spring of this year, his wife Judith sent me Leonard’s copy of a paper that Berne presented in 1956. During our frequent coffee conversations, Leonard regularly reminded me of what Berne had said. He often insisted that I get Berne’s book to read for myself what he had said on whatever aspect of transactional analysis we were debating. I think Leonard would chuckle to know that, posthumously, he impels me to read more of Berne’s original writing while continuing to “reacquaint” myself with the “theoretical, political, and philosophical core” of transactional analysis to which Elana Leigh (2008) so eloquently referred in her recent *Script* article. In his 1956 paper, Berne maintained that although the transactional analysis approach was “relatively easy to teach,” “expertness” (p. 8) cannot be attained quickly or easily. Those transactional analysis teachers who knew Berne, such as my TSTA sponsor, Carol Solomon, and Leonard Ghan, echo Berne’s caveat to those who might mistake TA’s conceptual simplicity for being excessively “easy” (L. Ghan, personal communication, 13 September 2000) and thus miss the elegance, beauty, and rigor demanded by the

effective clinical practice of transactional analysis concepts “in depth and over time” (C. Solomon, personal communication, 19 September 1996).

For example, Berne’s (1966) instructions for the first 3 minutes of a therapy session are not easy to accomplish. He suggested that those minutes be spent to “compose” and clear the mind of everything that has gone before in order to “learn something new” that will increase the therapist’s “perceptiveness” (pp. 61-62). Similarly, Erskine’s (1993) integrative process begins with respectful inquiry and attunement to the client’s experience. Erskine’s integrative techniques expand on Berne’s concept of self-calibration in

a “fresh” frame of mind. Recently, I noticed my neighbor’s counseling psychology master’s program text takes 235 pages to teach these same strategies for openness and freshness of mind, now labeled mindfulness, contemplative presence, openness to uncertainty, or brilliant sanity (Wegela, 1996).

Berne (1966) added to his discussion of the first 3 minutes that “experience bears out that . . . the destiny of the individual will more likely be determined by the systems which control his facial expressions and gestures than by the one which puts his sentences together” (p. 69). This comment suggests to me that mindful self-calibration in the first 3 minutes could then furnish information to predict events in the next 3 minutes, days, weeks, and months to come if the

therapist respectfully inquires about incongruities between words and tone and pitch and facial expressions and gestures. Berne’s instructions on preparing the scene for change to occur and achieving an open, aware attitude in the first 3 minutes continues to be useful in my clinical work, my teaching, and in my life with family and friends.

Preceding his chapter on “The First Three Minutes,” Berne (1966) called for “ruthless self-examination” (p. 22) of the transactional analyst’s motives. I ask myself why I have invested 30 years of my life in transactional analysis instead of reading poetry. The answer, after all of the initial Adult and Parent reasons are enumerated, is that Berne became my hero. For me, Berne was not the warrior who saved the group from invaders, nor was he the wanderer of Jungian archetypal heroes. Berne has been the kind of hero that Miriam Polster (1992) argued provides “a standard of idealistic endeavor” (p. 182). She added that “heroes offer us a catalogue of the forms that human endeavors can take and from which we may invent our own heroic response” (p. 182). More simply, Berne (1972) said we search for “some sort of hero to show [us] the path” (p. 136).

REFERENCES

- Berne, E. (1956). *Ego states in psychotherapy*. Unpublished manuscript from material read at the Psychiatric Clinic, Mount Zion Hospital, San Francisco (September & October), and the Langley Porter Clinic, University of California Medical School, San Francisco (December) (pp. 1-16).
- Berne, E. (1966). *Principles of group treatment*. New York: Grove Press.
- Berne, E. (1972). *What do you say after you say hello?: The psychology of human destiny*. New York: Grove Press.
- Erskine, R. (1993). Inquiry, attunement, and involvement in the psychotherapy of dissociation. *Transactional Analysis Journal*, 23, 184-190.
- Gavin, J. (2000). *Coram boy*. Glasgow: Egmont Books.
- Leigh, E. (2008). Reflections on the South Africa conference. *The Script*, 38(7), 1, 6.
- Polster, M. (1992). *Eve’s daughters: The forbidden heroism of women*. San Francisco: Jossey-Bass.
- Wegela, K. K. (1996). *How to be a help instead of a nuisance: Practical approaches to giving support, service and encouragement to others*. Boston: Shambala.

PAST, PRESENT AND FUTURE

Clearing Your Past for Living in the Present and Manifesting Your Future Dreams and Goals

A Workbook for Making Changes

by Linda Gregory

Everyone has a past, everyone has a present, the future isn’t written yet. The question is, do we allow our past to sabotage our future? Many people today know they have the ability to manifest goals and dreams in their lives, and yet for many, even though they put the techniques into practice, it does not work so well. Why? We all carry around old home movies in our heads, some embarrassing, some treasured. We tend to hang on to them. Old negative beliefs about ourselves, others, and life can unconsciously block our success in manifesting our dreams and goals. This book is a workbook using transactional analysis to clear past issues in order to live in the present. It outlines clear steps to manifest future dreams and goals. Reaching your full potential and becoming open to your spiritual self can be the result. By clearing our past, learning to use consciousness positively, and applying the law of attraction we can manifest the positive and happy life we want. The key is changing early, outdated decisions and then learning how to manifest our positive intentions. (ISBN 978-0-646-49796-9, Gregory Institute for Transactional Analysis, A5 paperback, 209 pages)

PRICE: US\$17 plus US\$10 shipping

TO ORDER, contact Linda Gregory, 0409 687 926; e-mail: lgregory@inet.net.au ; www.drlindagregory.com.au



2009 International Transactional Analysis Conference

"New Life from Old Roots"

5-8 August 2009 ❖ Lima, Perú

We are pleased to announce that, for the first time, the International Transactional Analysis Conference will be held in Perú, at the Centro de Convenciones de la Cámara de Comercio de Lima. The conference will be sponsored by the Latin America Transactional Analysis Association (ALAT), the ITAA, and the Asociación Psicológica de Desarrollo Humano (APDEH). The theme of our conference, "New Life from Old Roots," refers to the birth of a community of transactional analysts from ALAT (which was founded in 1975). In choosing our theme, we wanted to build on an earlier TA conference theme: "New Wine from Old Roots." That idea fits perfectly with our experience of creating our TA community in Perú out of the established organizations of ALAT and ITAA and out of the foundational transactional analysis theory and applications we all share.

The Cámara de Comercio de Lima, comfortable and modern, is located in the city and has convenient access to main avenues and to Jorge Chávez International Airport. The historic center of Lima, the capital of Perú, was declared a World Heritage Site by UNESCO. It is strategically located between the Andes and the Pacific Ocean and has the advantage of being close to beaches as well as to the highland foothills of the Andes, with a sunny climate during the winter season (which includes the time of the conference).

Perú has extraordinary geographic diversity. It possesses approximately 80% of the weather patterns and landscapes of the Earth: deserts and fertile valleys; beautiful mountains such as Huascarán (the second highest mountain in South America); deep depressions, such as Cañón del Colca, where you can admire the majestic flight of the condor, "King of the Andes"; the highest navigable lake in the world, the Titicaca; exotic Peruvian jungle, where you can find the Amazon River, the longest river in the world; waterfalls; extraordinary biodiversity; beautiful beaches such as Máncora, Punta Sal; and natural reservations as Paracas and Manu.

As a result of more than 3000 years of its amazing history, Perú has many world-famous archeological sites, including the Ciudadela de Pachacamac, las Líneas de Nasca, Chan Chán, Chavín de Huantar, las tumbas reales de Sipán y Sicán, las pirámides de Túcume, Sacsayhuaman, Macchu Picchu (one of the seven modern wonders of the world), and innumerable museums, including "Mini Mundo," the unique South American miniature museum where you can admire small models of local architecture.

The conference will be a wonderful opportunity for a high-level information and experience exchange about the development of transactional analysis in Latin America and other countries. It will also be a time to meet new and old friends in an interesting and stimulating setting. In addition to the academic program, we will have social and artistic events during which we will be able to enjoy Peruvian folk dancing. Moreover, in Perú, lodging, dining, and transportation costs are low.

The local transactional analysis community began in Perú more than 30 years ago. It has been active and has received important recognition in Peruvian universities and other organizations. Some Peruvian candidates are working toward ALAT certification and there is another group in training. There is also a group that is going to fulfill ITAA requirements for CTA certification. The community is led by Gloria Noriega, who has been visiting Perú periodically since 2006.

We invite you to submit proposals for workshops, lectures, and research presentations in all fields of transactional analysis application (psychotherapy, counseling, education, organizations). **The deadline for proposals is 15 March 2009.**

An excellent conference, warm people, beautiful places, delicious food, low costs: What else could you ask for? Join us, we will be waiting for you!

—Lucía Gibu, psychologist, ALAT Miembro Didacta, ITAA Regular Member

Conference contact information: www.congresoat.org; alejandrovelez@apdeh.org; tel: 51-1-999-377379 (mobile); 51-1-793-0003



The Cathedral of Lima, Perú

CALL FOR PROPOSALS

2009 International Transactional Analysis Conference Lima, Perú ❖ 5-8 August "NEW LIFE FROM OLD ROOTS"

Organized by the Asociación Psicológica de Desarrollo Humano (APDEH)
Sponsored by the ITAA, ALAT, and APDEH
Deadline: 15 March 2009

Preconference Institutes: 2-3 August
T&CC and ALAT Examinations: 5 August
TA 101: 4-5 August

The program committee encourages proposals of innovative applications of transactional analysis as well as proven applications. Please design your presentations in keeping with the conference theme: "New Life from Old Roots." Please provide all information requested below using this form and e-mail it to Gloria Noriega at gnoriega@imat.com.mx. The conference website address is: www.analisistransaccional.org.

Presentation Title _____

Name _____

Academic Credentials, ITAA or ALAT Certification _____

Street Address _____

City/State/Postal Code/Country _____

Phone _____ Mobile _____

Fax _____ E-mail _____

Copresenters/Credentials _____

ABSTRACT: 50 words describing your presentation _____

OBJECTIVES: Give three learning objectives for your presentation _____

FORMAT (lecture, discussion, panel, workshop, experiential, etc.): _____

DURATION (check one): 1.5 hrs 3 hrs 50 mins (paper) Full Day

PRESENTATION LEVEL (check one): Beginner Intermediate Advanced

AREA: Clinical Counseling Organizational Educational Coaching

SIZE LIMIT OF GROUP: 10 20 30 50 Unlimited

LANGUAGE: This will be a bilingual Spanish/English conference. We would like to include in the program your presentation in both languages. If your presentation is in Spanish, please include an English translation of the title and a 50-word description. If your presentation is in English, please include a Spanish translation of the title and a 50-word description.

Language of your presentation: _____

I require a voluntary interpreter

BIOGRAPHICAL SKETCH: Provide a 20-word description, if possible in both languages, and a recent photograph.

OUTLINE: Provide an outline of up to two pages describing what will happen during your presentation, particularly if it will be experiential or involve the audience. Should there be issues of safety and protection from intense emotional or physical experience, please let us know what your requirements are.

FEES: Presenters attending the full conference will pay the full conference fee. Presenters attending only to present will pay a one-day fee.

EQUIPMENT: Conference rooms have moveable chairs, flip charts, and overhead projectors. Please indicate whether you require additional equipment, and we will do our best to accommodate you. However, if you intend to do a PowerPoint presentation, kindly bring your own laptop, which can be used with our own limited number of projectors. We will need to know what operating system you use so that projector compatibility can be established.

HOST HOTEL: Hotel del Círculo Militar. Alternative: Hotel Meliá

AUDIO TAPING: Some presentations may be audiotaped. Please indicate the following: I do / I do not wish to give the conference permission to audiotape my work and for the APDEH to sell the tapes.

FOR FURTHER INFORMATION: Contact Alejandro Velez, mobile phone: +511999377379, e-mail alejandrovelez@apdeh.org or alvan_1@yahoo.com

Ten Years of Hope: Decennial Celebrations of Asha Counselling and Training Services

by C. Suriyaprakash

Asha Counselling and Training Services is the maiden program of the Centre for Holistic Integrated Learning and Development (CHILD), a public charitable trust founded with the mission to provide counseling and training services for the betterment of humankind. Asha was founded by P. K. Saru, TSTA (psychotherapy), in 1998. Her vision was to establish a sustained community of professionals using transactional analysis for personal, professional, and social development. Her passion to make counseling and psychotherapy accessible and affordable to people of all strata in India is the driving force of Asha.

Asha celebrated its 10th anniversary in November 2008. The decennial celebrations were spread over 4 days. Asha means "hope" in Sanskrit. Our motto and the theme of our decennial celebrations was "Seed of Hope for Growth and Change."

The celebrations were kicked off with a public function on 15 November to showcase the mission, vision, and activities of Asha, members of the Asha team, and also its benefactors and successful professionals. Dr. G. Thiruvassagam, Vice Chancellor of Bharathiar University, introduced his representative Dr. S. Subramanian, Dean of the department of psychology as the chief guest. In his address, he emphasized the need to eradicate myths about counseling and psychotherapy and to conduct awareness camps for the same. Mr. K. Ramaswamy, chairman of Roots Industries, was the guest of honor. He shared his experience of how counseling helped his employees to deal with their personal issues and be more effective at work. Fr. George Kandathil, director of the Institute for Counselling and Transactional Analysis in Cochin, offered felicitations. P. K. Saru, director of Asha, welcomed the gathering and introduced the services of Asha. I. A. Mohanraj, treasurer, delivered the vote of thanks. C. Suriyaprakash, secretary, served as master of ceremonies and introduced the guests. Benefactors of Asha who were supportive of its activities and CTAs who had passed through Asha and are keeping the light of transactional analysis glowing were celebrated and recognized at the function. Over 200 guests attended. Later that evening the guests were treated to a dinner at Saru's residence. It was a memorable and proud moment for all the members of Asha.

On this occasion, Asha launched a 1-year course entitled "Certificate in Applied Basic Counseling Skills" for counselors, psychotherapists, doctors, nurses, teachers, social workers, and human

resources executives and managers. Based on transactional analysis as the primary framework, this course is a practical skill development opportunity for all professionals to add human value to their services and improve personal and professional relationships.

To commemorate the occasion, Asha offered an exam preparation workshop for those who were preparing for their CTA exams—written and oral—on 16 November. It was the first of its kind in India and was a big success. P. K. Saru, TSTA (P); C. Suriyaprakash, TSTA (O); and Susan George, PTSTA (P) were the facilitators. Twelve trainees attended the program and had several of their doubts and queries answered. Some took their mock exams as well. It was a rewarding experience for both the faculty and the trainees. Being the first such program, it provided us with many ideas about how to improve it in the future.

Asha also offered a special life-enhancing workshop on "Mindfulness, Unconditional Love and Forgiveness" presented by Charles Lingo of the United States and Dr. Srilatha Juvva, TISS, of Mumbai, India, on 17-18 November. This high-powered workshop was based on the principles of psychosynthesis, a blend of Eastern spiritual wisdom and Western psychological science. The program was the first of its kind in Coimbatore



P. K. Saru and guests lighting the traditional lamp to mark the beginning of the decennial celebrations of Asha



Susan George (standing, fourth from left) and C. Suriyaprakash (standing, far right) and trainees at the Exam Preparation Workshop



Charles Lingo (first row, far right) and Srilatha Juvva (second row, second from right) with participants of the workshop on "Mindfulness, Unconditional Love, and Forgiveness"

and was attended by 18 participants from various walks of life. It was a fitting finale to the decennial celebrations of Asha.

Asha has been instrumental in eliminating the stigma attached to counseling in the minds of many Coimbatoreans. It has come a long way in realizing its vision. However, there is much more territory to cover and lives to heal in order to make a perceptible social impact in these troubled times.

C. Suriyaprakash is ITAA Vice President of Operations. Asha can be contacted at info@asha-net.com.

ITAA WEBSITE:
www.itaa-net.org

Upcoming TAJ Theme Issues

"Transactional Analysis Training"

Coeditors:
Trudi Newton and Rosemary Napper
Deadline for Manuscripts:
1 January 2009



"Redecision Transactional Analysis"

Coeditors:
Les Kadis and Peter Pearson
Deadline for Manuscripts:
1 July 2009



"Eric Berne: Then and Now"

Celebrating the 100th anniversary of Berne's birth

Coeditors:
Bill Cornell, Ann Heathcote, and Birgitta Heiler
Deadline for Manuscripts:
1 January 2010



"Ethics"

Coeditors:
Bill Cornell and Sue Eusden
Deadline for Manuscripts: 1 July 2010

Please follow the instructions to authors on the inside front cover of any recent issue of the TAJ. Please e-mail manuscripts to TAJ Managing Editor Robin Fryer, MSW, at robinfryer@aol.com.

T&CC and a New Partnership Agreement

by Trudi Newton

The ITAA Board of Trustees (BOT) meeting in Johannesburg this past August was an opportunity to consider the role of the Training and Certification Council (T&CC) and its relationship to the board and to the ITAA as a whole. There was a sense of a new interest in working together to respond to members' needs and to take account of concerns about training and the certification process. The question for T&CC is (always) how can we best serve our varied membership worldwide? And, in doing so, how can we ensure a high level of benefit for our clients? The aim of this article is to set out the current situation and to invite responses about the future.

"The balancing act for T&CC is to maintain our identity as part of the ITAA while collaborating with other organizations, sometimes with different concerns and requirements."

The balancing act for T&CC is to maintain our identity as part of the ITAA while collaborating with other organizations, sometimes with different concerns and requirements. The "umbrella" committee, the Transactional Analysis Certification Council (TACC) meets yearly (and met in Johannesburg) to monitor and discuss all training and certification issues and to promote worldwide standards and mutual recognition of qualifications. On TACC, alongside our collaboration with the European Association of Transactional Analysis (EATA), T&CC also represents the regional association of the Western Pacific Association of Transactional Analysis (WPATA) and will soon also include the new South Asian Transactional Analysis Association (SATAA).

In many countries now, transactional analysis training programs offer a route to professional qualification as a psychotherapist or counselor, so we need to stay aware of academic requirements. Taken together, this is quite a lot to balance, and of course we do not always get it right. But when T&CC met this summer there was a firm intention to get it as right as we can by listening and responding to members' concerns and also by being clear for ourselves within the T&CC about what the criteria are for successful operation. In all of this, our goal is to maintain our certification system as our international quality system, delivering a high level of professional and ethical quality for clients, whatever the field of application may be.

Training is an important part of the transactional analysis community. It is one way that we pass on our culture, as well as our skills and knowledge, to the next generation. It is also one way that we attract members into national and international associations. In the ITAA, for historic reasons, there has been a separation between the training concern and the general running of the organization; this has sometimes resulted in a failure to understand the roles of each (BOT & T&CC) and occasional stand-offs or miscommunications.

Those at the BOT and T&CC meetings in Johannesburg decided to change this—and first to change the metaphor. Instead of a service agreement between the BOT and the T&CC, we would create a *partnership* agreement to emphasize our mutual interest in promoting transactional analysis and our recognition of the equal importance of different roles and purpose.

But the partnership cannot be simply between the BOT and the T&CC. This is a three-way contract: BOT–T&CC–membership. What do members want from the T&CC? What are the expectations and responsibilities, in both directions, on each of the three axes of the triangle?

To start answering this, we have several immediate sources of information. One is the T&CC section of the 2007 membership survey; another is the recent article by Ann Heathcote (August 2008 *Script*) and the correspondence stimulated by it (November 2008 *Script*); yet another is an apparent increase in interest in transactional analysis as evidenced by several recent developments, including the new practitioner training program initiated over the last year by USATAA, the formation of SATAA in South Asia, and the increase in the ITAA membership.

First the survey results: I have extracted the main themes (i.e., those mentioned by a number of respondents) and list them here (not in order of weight).

- A need for national and/or interim qualifications to be offered for those for whom Certified Transactional Analyst (CTA) is not appropriate
- Monitoring of standards and continuing professional development for qualified members
- The need for more consultation, transparency, and dialogue between members and the T&CC and systems for representation of trainers concerns to the T&CC
- Talk up the T&CC and its role and get information "out there"
- The need for more and more easily accessible information on training and exams
- Including clarity about training programs (e.g., different schools of transactional analysis)
- A sense of confusion and difficulty in understanding requirements; information not always clear or appears contradictory
- Develop use of the Internet for information and training resources
- Rewrite the TA 101 to make it more up to date
- Develop a complaints procedure
- Happy with present system and had good experience of it

On reading the letters in response to Ann's article, some of these themes were reinforced and some concerns stand out. One important issue for people interested in certification is a real need for information about the training and certification process to be clear and accessible and for T&CC personnel to be available to offer advice and guidance when needed. The second major issue is a need for recognition, within the organization, of members for whom the certification structure is less relevant—those who do not want to become CTAs and CTAs who do not want to go on to become P/TSTAs. There are obvious gaps in the provision of a structure that all members can relate to and feel recognized in. This is being expressed both through the desire for interim and/or national qualifications and in the strong awareness of a lack of a postqualifying ladder to a recognized senior practitioner level.

So, what has the T&CC done recently, and how does this correspond to the concerns/issues just mentioned?

Here are some things that are already happening or will happen within the next year:

- Reviewing existing interim and national qualifications with a view to setting up a network for information and support (see Lis Heath's request in the November 2008 *Script*)
- Publishing the T&CC Update annually, with the latest information and noting any changes (edited by C. Suriyaprakash)
- Writing a supplement to the Training and Examinations Handbook with summaries of certification processes, information about the T&CC and how it works, and roles of all T&CC members with contact details
- Revising the training section of the ITAA Web site to make processes clear and to include contact details
- Revising the current handbook to include all recent modifications
- Maintaining the membership of the T&CC to be representative of regions and considering how to include different levels of transactional analysis qualification

- Writing bylaws and guidelines that will also be published in the handbook supplement
- Revising the TA101 syllabus by an international task force (already completed) and publishing it in the Update

Much remains to be done. One item that the T&CC will look at is the possibility of a postcertification and continuing professional development portfolio. Another is to keep the dialogue with all members open and continuous by having a regular T&CC column in *The Script*.

So, back to the partnership agreement. As the BOT and the T&CC start to create this, we would like to know what you expect from us and, as a member, what your part is in the contract, both with the T&CC and the ITAA as an organization. What will be our joint vision for the future?

Please let us hear from you by writing me at trudi.newton@btinternet.com.

Trudi Newton is the ITAA Vice President of Training and Certification and a member of the ITAA Board of Trustees.

Regional Training and Certification in Transactional Analysis: Is Now the Time for Change?

by Dan Caubles

I am a relative newcomer to the transactional analysis community, my first exposure to transactional analysis being in December 2004. I became a Certified Transactional Analyst and attended my first ITAA Board of Trustees (BOT) meeting in San Francisco in August 2007. Currently, I represent the ITAA in negotiations of a contract with the Training and Certification Council (T&CC) to deliver training and certification to ITAA members. In this article I plan to share my experiences, ideas, and observations about the process of these negotiations, T&CC's organizational structure, and new organizational options for training and certification.

The T&CC as a Hierarchical Organizational Structure

Ann Heathcote (2008b) prepared a "Current Situation" diagram depicting the organizational/status structure of the "TA Organization." I suggest this diagram represents the T&CC's organizational structure. It depicts the hierarchical framework that trainers, trainees, and others must navigate if they are to obtain formal status. Heathcote suggested the creation of a Senior TA Practitioner designation might modify T&CC's hierarchical framework. In Heathcote's "Vision for the Future," Senior Practitioners have equal status to TSTAs, and "Other Members" have an elevated status beyond what is currently the case. Heathcote's vision is an improvement in that the apex of T&CC's hierarchical status is divided; however, her vision may represent another form of a hierarchical organizational structure.

Studiesfaction (2008, p. 2) indicates hierarchical organizational structures tend to have the following drawbacks:

- Inflexible/slow response to the changing needs of both internal and external customers
- Decision/policy-making tends to favor the decision maker rather than the organization as a whole
- Poor communication within the organization and with customers

The Impact of T&CC's Hierarchical Structure on Customers

In response to Heathcote's (2008a) "The Road Less Traveled" article, Ray Little and Mary Goulding shared personal stories that described how the drawbacks of the current situation impact our transactional analysis community. Little

"If there is to be a significant change in the structure, policy, and procedures of transactional analysis training and certification, the general membership must stand up and be heard."

(2008) provided an example of how T&CC's organizational inflexibility might discount internal customers. He described that his professional development required him to integrate knowledge obtained from outside of the transactional analysis community with his existing formal TA knowledge. The time, energy, and money he invested in obtaining and integrating this "outside"

continued on page 7

knowledge was not formally recognized by the T&CC. This lack of recognition resulted in a discount of Little's nonprescribed path to knowledge, and he suggests there may be great benefit from his chosen path versus a prescribed path to knowledge.

Little chose to shape his own professional development rather than conform to the sociocultural context of the T&CC. The analogy of his professional experience to human development as described by Stern (1985) appears obvious. Little yoked together his implicit vitality affects and his explicit intent to learn into an integrated coherent professional narrative with which to conduct his craft. Isn't that what Berne did?

"There must be a collective willingness by our membership to take a stand for our mission, purpose, and values and to practice within our association what we preach to our customers."

Mary Goulding (2008) described the tragic cost transactional analysis paid in the United States due to T&CC policy decisions requiring great university-based TA teachers to jump through expensive, time- and energy-consuming hoops, hoops that made no sense to tenured professors teaching in the United States. These folks were expected to conform to the T&CC's sociocultural context just as Little was; they, like Little, chose another path. I propose that these are but a few examples of the high price transactional analysis has paid for the hierarchical T&CC decision/policy-making that failed to benefit the organization as a whole.

Since January 2007, I have presented to the T&CC a variety of proposals designed to modify the T&CC's hierarchical structure. In doing so, I met every deadline imposed by the ITAA to bring these negotiations to closure. In my experience, the T&CC has yet to provide any substantive proposals. This process has resulted in a seemingly never-ending series of what appear to be "Get Nowhere With" transactions. Perhaps this is due to miscommunication, or perhaps this process is an example of an unacceptably slow response by the T&CC to the rapidly changing needs of the ITAA, its principle customer.

Let us not forget that the T&CC's continued existence is financed directly by the ITAA. An important question we all might want to ask ourselves is this: To what extent does ITAA want to financially support the T&CC, which appears to behave in ways that do not benefit the transactional analysis organization as a whole?

The Impact of T&CC's Hierarchical Structure on Customers in the USA

Just how many customers has transactional analysis lost due to organizational inflexibility? I suggest the number is enormous. To my knowledge, there have been no more than three CTAs from the United States in the past 10-15 years. A hierarchical organizational training structure may be useful in countries/regions in which governments defer to associations/universities for licensing/certification; however, in regions such as the United States, in which the licensing of practitioners is regulated by the government, T&CC's inflexible hierarchical structure is not useful and has proven to be disastrous.

In the United States, the practice of psychotherapy requires a master's degree from an accredited university. As Goulding (2008) described, T&CC policy pruned great university-based transactional analysis teachers from the apex of

T&CC's hierarchal status. The transactional analysis knowledge these teachers shared with their students no longer had a formal connection to postgraduate transactional analysis training. This loss of connectivity—"you use it or you lose it"—resulted in a Hebbian-like extinction of transactional analysis in the United States. The process of extinction of TA in the US might be understood as the by-product of the ITAA choosing the wrong organizational structure for training and certification. Studiesfaction (2008) states: "Using the wrong [organizational] structure can result in poor communication, weak product development, bad customer service and plenty of other . . . problems" (p. 6).

ITAA's Mission, Purpose, and Values

ITAA's mission, purpose, and values speak directly to how we might best structure our association. Nonhierarchical international networking, networking with other behavioral science organizations, dedication to supporting and developing the transactional analysis community, and advocating for and promoting professionalism are ideas drawn directly from the ITAA's mission, purpose, and values. The alternative path to knowledge described by Little seems to be far more congruent with our mission, purpose, and values than the formal route prescribed by the T&CC.

Despite our basic values, the current composition of the Training and Certification Council includes Teaching Members only. I understand there is no written policy that limits membership on the council to "Teaching Members only," but this exclusion (purposeful or not) results in a hierarchical organizational structure that appears to benefit some geographical regions while discounting others. If the ITAA adopted a regionalized approach to training and certification, geographical regions with diverse needs would no longer be discounted. Also, if professionals from other behavioral health organizations were included on each regional training and certification council, an informal path such as Little's might be formally recognized.

How Do Other Behavioral Health Organizations Treat "Outsiders"?

Many other behavioral science organizations actively seek out professionals from diverse backgrounds. Two examples of this are the Erickson Foundation and the Mindsight Institute. These groups celebrate diverse views as an opportunity for integration of knowledge. Dan Siegel (2007) based his interpersonal neurobiological approach on diverse ways of knowing derived from many different perspectives and has invited authors from diverse fields to contribute to the Norton Series on Interpersonal Neurobiology. Transactional analysis is not represented in this series. I suggest this is due to the T&CC excluding professionals from other behavioral health organizations from our training and certification process and, as de Graaf and Verdult (2008) note, from our conferences.

A New Regionalized Organizational Structure for Training and Certification

If there is to be a significant change in the structure, policy, and procedures of transactional analysis training and certification, the general membership must stand up and be heard. There must be nonteaching candidates nominated for the ITAA BOT and nonteaching candidates willing to participate in creating new regionally appropriate training and certification procedures. There must be a proactive quorum at ITAA's general membership meetings prepared to hold leadership accountable.

There must be a collective willingness by our membership to take a stand for our mission, purpose, and values and to practice within our association what we preach to our customers. There have been discussions within the ITAA community suggesting ours is a "membership of passivity."

I think our members are a diverse group of competent "sleeping giants" qualified to create regionally appropriate training and certification criteria with which to teach and empower students of transactional analysis across the globe.

Studiesfaction (2008, p. 6) suggests that a regionalized organizational structure is indicated when an association (such as the ITAA) operates globally. Regional structure allows authority to be delegated, thus empowering each region to act autonomously depending on the specific needs of its customers.

I understand California law precludes the ITAA from asserting training policy to the T&CC. However, the ITAA may NOT be precluded from contracting with the T&CC to ensure that nonteaching persons and professionals from other behavioral health organizations have a meaningful voice in ITAA's training and certification process. The ITAA is also NOT precluded from contracting with transactional analysis associations other than the T&CC for regional delivery of training and certification.

I think it is time to trust in the ability of our ITAA membership to behave as Adults capable of making autonomous decisions to develop regionally appropriate training and certification in a way that benefits our transactional analysis association as a whole.

If you have comments or questions, please contact me at: dan@azcounseling.com .

REFERENCES

de Graaf, A., & Verdult, A. (2008). TA conferences: Closed circuits or open forums? A Dutch experiment. *The Script*, 38(8), 1, 2.

Goulding, M. (2008). Letter. *The Script*, 38(8), 4.

Heathcote, A. (2008a). Senior TA practitioner: The road less traveled. *The Script*, 38(6), 2.

Heathcote, A. (2008b). Letter. *The Script*, 38(8), 6.

Little, R. (2008). Letter. *The Script*, 38(8), 5.

Siegel, D. (2007). *The mindful brain*. New York: Norton.

Stern, D. N. (1985). *The interpersonal world of the infant: A view from psychoanalysis and developmental psychology*. New York: Basic Books.

Studiesfaction. (2008). *Management lecture: Organization and organizational structures*. Retrieved 20 November 2008 from www.studiesfaction.com/home.php .

The Script newsletter. If there is more than one nominee for a position, a ballot will be mailed to all voting members within 60 days of the close of nominations. The deadline for return of ballots is 60 days from the date of mailing. The results of the election will be announced to the candidates within 30 days after the election results are determined and to the voting membership as soon as practical thereafter.

Committee Members Needed

We are looking for a few members who are willing to engage actively on the nominations committee. Join acting chair C. Suriyaprakash, ITAA vice president of operations, to seek out and encourage members to join the board as officers and trustees. We are also seeking new chairs for two crucial committees: bylaws and ethics. If you are interested in serving in any of these positions, please contact C. Suriyaprakash as soon as possible at suriya.sunshine@gmail.com .

Errata

In "TA Conferences: Closed Circuits or Open Forums? A Dutch Experiment" by Anne de Graaf and Raissa Verdult in the November 2008 issue of *The Script*, it was incorrectly stated that the World Conference in Johannesburg in August was "the ITAA World Conference." In fact, the conference was run in partnership with EATA and WPATA. We regret the error.

In the November 2008 *Script* Keeping In Touch section, Dr. Marina Rajan Joseph was incorrectly listed as a TSTA; she is actually a PTSTA. We regret the error.

EXAM CALENDAR

Exam	Exam Adm.	Exam Date	Location	App. Deadline
CTA Exams	COC	15-16 Apr 2009 . . .	Nottingham Univ, UK . . .	1 Jan 2009
	COC	2-3 Jul 2009	Rome, Italy	1 Mar 2009
	BOC	5 Aug 2009	Lima, Peru	5 May 2009
	BOC	24 Sep 2009	Calicut, Kerala, India	24 Jun 2009
	COC	24-25 Sep 2009 . . .	Belgrade, Serbia	1 June 2009
	COC	30 Sep-1 Oct 2009 . . .	London, UK	1 Jun 2009
	COC	12-13 Nov 2009 . . .	Switzerland	1 Aug 2009
	COC	Nov 2009	Nantes, France	1 Aug 2009
	COC	7-8 Apr 2010	United Kingdom	1 Jan 2010
	COC	8-9 Jul 2010	Prague, Czech Republic . . .	1 Mar 2009
TSTA Exams	COC	15-16 Apr 2009 . . .	Nottingham Univ, UK . . .	1 Oct 2008
	COC	2-3 Jul 2009	Rome, Italy	1 Jan 2009
	BOC	5 Aug 2009	Lima, Peru	5 Feb 2009
	COC	12-13 Nov	Switzerland	1 May 2009
	COC	Nov 2009	Nantes, France	1 May 2009
	COC	7-8 Apr 2010	United Kingdom	1 Oct 2009
COC	8-9 Jul 2010	Prague, Czech Republic . . .	1 Jan 2009	
CTA Written	All Regions	Your choice	Submit to Regional Exam Coordinator after paying \$50 fee to T&C Council	Your choice
TEW	. . . . .	28-30 Jun 2009 . . .	Rome, Italy	28 Feb 2009
	. . . . .	Aug 2009	Lima, Peru	Apr 2009
	. . . . .	27-29 Sep 2009 . . .	Calicut, Kerala, India	27 May 2009
TEW/CEW	. . . . .	12-14 Jul 2010 . . .	Prague, Czech Republic . . .	12 Mar 2010

*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 Dr., #B-1, Pleasanton, CA 94558-2775, 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 News 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 the T & C Council office, 2186 Rheem Dr., #B-1, Pleasanton, CA 94558-2775, USA. **COC Training Endorsement Workshop:** to take a COC TEW, contact the European TEW Coordinator, c/o the EATA office.

KEEPING IN TOUCH

NORTH AMERICAN REGION

Jeri Ayres-Scott, we sadly note, succumbed to cancer that was diagnosed shortly after she retired from services to USATAA last spring. Our sympathy goes to her husband Keith, her son Richard, and her granddaughter Samantha. Her memorial service was held on 15 November.

Ben Conley, who died on 2 November 2008, was an ITAA Regular Member in the 1970s and 1980s. Although Ben dropped his ITAA membership in the late 1980s, he remained faithful to the principles of transactional analysis to the end and supported his wife, Rena Conley, in her work as a Certified Transactional Analyst. Ben was both a psychotherapist and a Methodist minister who had extensive training with the Gouldings. He also worked with George Kandle in the 1970s through the Foundation for Religion and Mental Health. Valerie Lankford writes that Ben "died as he lived, full of joy, life, and zest, in his garden. He helped thousands of people to happiness." Ben was the author of *The Spiritual Connection: Values, Faith, and Psychotherapy*. Our condolences to Rena and her family as well as to the rest of Ben's friends and colleagues.

Dr. Judy and Joe Pauley, vice presidents of Taibi Kahler's Process Education Model, were given the Crystal Star Award at the National Drop-out Prevention Conference for their significant work nationally with Dr. Kahler's education model in preventing middle and high school students from dropping out of school. The award was presented to them in Atlanta by Georgia

Governor Perdue in front of 1,300 attending NDOPA educators and such dignitaries as former Senator Max Cleland.

EUROPEAN REGION

Former ITAA President George Kohli-rieser's book, *Hostage at the Table: How Leaders Can Overcome Conflict, Influence Others, and Raise Performance* (Jossey-Bass, 2006), was honored in Germany by Managementbuch.de, the leading online business bookstore, as "Best Management Book 2008." In their press release they wrote, "Crucial to the selection . . . is the successful combination . . . of science-based analysis and useful practical insights coming from an author with an incredible wealth of experiences. . . . The purpose of George Kohli-rieser, who teaches at the Institute for Management Development (IMD) as a professor of leadership and organizational behavior, is to live a life that is emotionally and mentally 'hostage-free.' His scientific research and practice are drawing on insights from his experiences in the farther reaches of society. As an expert and negotiator in the area of hostage-taking it became vital for him and for all others involved to take the right action in explosive situations and to bring the people on the other side to a collaborative attitude through mere words. . . . It is Managementbuch's distinct opinion that no other management book this year has responded to such a high challenge. The selection was based on the business, management and self-help books of all relevant publishers." Congratulations, George!

ALL REGIONS

Social dreaming contributions should now be sent to socialdreamingmatrix@gmail.com, a new, dedicated e-mail address. For more information about this project, see "Social Dreaming: Exploration Extended" by Servaas van Beekum and Kathy Laverty in the November 2008 issue of *The Script* (p. 3).

TAJs Available: I have available a large group of *Transactional Analysis Journals* that I am looking to sell as a set. They are all in good condition with no markings. They include: TAJ Student's Edition 1971 Vol. 3, No. 1, 2, 3, 4; Student's Edition 1972 Vol. 3, No. 1, 2, 3, 4; Student's Edition 1973 Vol. 3, No. 1, 2, 3, 4; Student's Edition 1974 Vol. 3, No. 1, 2, 3, 4; 1975 Vol. 5, No.1, 2, 3, 4; 1976 Vol. 6, No. 1, 2, 3, 4; 1977 Vol. 7, No. 1, 2, 4; 1978 Vol. 8, No. 1, 2, 3, 4; 1979 Vol. 9, No. 1, 2, 4; 1980 Vol. 10, No. 1, 2, 3, 4; 1981 Vol. 11, No. 1, 2, 3, 4; 1982 Vol. 12, No. 1, 2, 3, 4; 1983 Vol. 13, No. 1, 2, 3, 4; 1984 Vol. 14, No. 1, 2, 3, 4; 1985 Vol. 15, No. 1, 2, 3, 4; and *Transactional Analysis Bulletin—Selected Articles from Volumes 1 through 9*. Make me an offer! Heidi, 615-969-3594; e-mail: hjns@comcast.net

Congratulations to Successful Examinee

Rotorua, New Zealand, 30 October 2008
Lucy Treadwell-Mackie, CTA (psychotherapy)

TA CONFERENCES WORLDWIDE

28-30 MAY 2009: Rio de Janeiro, Brazil. Brazilian National TA Conference. Contact: Danielle Tavares; e-mail: danielle.tavares@superig.com.br

1-2 JULY 2009: Rome, Italy. International Trainers' Meeting. Contact: Sabine Klingenberg at sabine.klingenberg@abakushad.de

5-8 AUGUST 2009: Lima, Perú. ITAA/ALAT/APDEH International TA Conference. Contact: Alejandro Velez at alejandrovelez@apdeh.org

25-27 SEPTEMBER 2009: Calicut, Kerala, India. Third SAATA Annual Conference. Contact: saata2009calicut@gmail.com; Web site: www.saata.org

9-10 JULY 2010: Prague, Czech Republic. EATA Conference. Contact: Blanka Cepicka at info@eataprague.cz

Announcing



EMOTIONAL DEVELOPMENT 101

Learn the Landscape of All Emotional Life

taught by

Pamela Levin, C.T.M.

*Winner of the Eric Berne Award
for This Material*



Ten hours of training

Credit toward TA Certification Available

Classes via Live Teleseminar or Webcast

(accessible via internet, no phone charges), or

Listen to Reply on Your Schedule

Starts in the New Year

Get information and sign up for notification

(no obligation)

go to

www.yourcycleoflife.com/emotionaldevelopment101.html

REDECISION THERAPY ASSOCIATION, WORLDWIDE
AMERICAS TRANSACTIONAL ANALYSIS ASSOCIATION
UNITED STATES OF AMERICA TRANSACTIONAL ANALYSIS ASSOCIATION
Join to present the



Redecision Therapy was founded by Mary Goulding, MSW, and Robert Goulding, MD

Redecision Therapy Conference

KEYNOTES ■ PRESENTATIONS ■ CONSULTATION ■ BANQUET
■ WORKSHOPS ■ CEU'S ■ GREAT CAMARADERIE

Hilton New Orleans St. Charles
November 5 - 8, 2009

PRECONFERENCE INSTITUTES

Jeffrey Zeig; Phyllis Jenkins and Anne Teachworth; Vann Joines; and Theory and Practice of Transactional Analysis

KEYNOTES

James Allen, Harville Hendrix, Stephen Lankton

PRESENTERS

Xaner Abrams, James Allen, Michael Andronico, Elyn Bader, Leonard Campos, Conchita de Diego, Fanita English, Felipe Garcia, Linda Gregory, Harville Hendrix, Chuck Holland, Phyllis Jenkins, Vann Joines, Stephen Lankton, Marilyn Marx, Vern Masse, Ruth McClendon, John McNeel, Janet O'Connor, Peter Pearson, Felix Smith, Curtis Steele, Nancy Porter Steele, Richard Steinberg, Anne Teachworth, Del Worley, Jeffrey Zeig, and other Redecision notables

CONFERENCE FEE

Earlybird registration: \$360 until June 1, 2009 (includes one preconference workshop)

FOR MORE DETAILED INFORMATION AND TO REGISTER

www.redecisionconference.org

QUESTIONS? Contact Carol Solomon, PhD
415-929-0500; carolsolomonphd@pacbell.net

REDECISION THERAPY

was developed by Robert and Mary Goulding over 40 years ago. Founded upon principles of Transactional Analysis (developed by the late Eric Berne, MD), the key concept is that children make decisions about themselves, their lives and the world based on experiences they encounter in their families. These decisions affect how they think, feel and act in the world, and form a self concept that children carry through their childhood and into their adult lives. The Redecision process allows individuals to understand the impact of these early decisions and to free themselves to make autonomous choices in the present rather than to react with resounding echoes of the past. Redecision Therapy is invaluable, both as a short-term approach to change, and as a significant focus for ongoing psychotherapy.