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# Proposed Corporate Restructure: An ITAA for the 21st Century

by Thorsten Geck, Elena Leigh, and Chitra Ravi

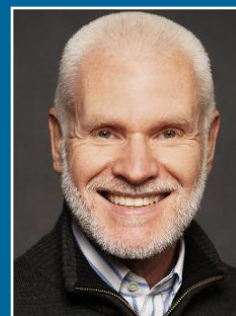
**D**uring the Annual General Membership (AGM) meeting in July 2022, the members present gave us a vote of confidence for the restructure, which encouraged us to pursue the issue in more detail with the ITAA lawyers.

In the September edition of *The Script*, the restructure task group (Thorsten Geck, Elana Leigh, and Chitra Ravi) provided an overview of why the restructure of ITAA might be of benefit for the membership.

This current article is in preparation for a ballot, which will be sent to all members via email and postal mail for your voting. Please stay with us: The key issues you will be voting on will, of course, precede the email.

On behalf of the ITAA Board of Trustees (BOT), we now present the proposed restructure of the ITAA that will result in forming a nonprofit professional association to assume the role of the lead entity in representing the business and professional interests of ITAA members, including fostering the development, training, and certification of transactional analyst practitioners and maintaining professional standards applicable to them.

We will outline some background information, going into detail about what the restructure will mean for you and what it will look like when you, the membership, vote for this restructure. (And why we, the BOT, think it is of benefit.)



Thorsten Geck



Elana Leigh



Chitra Ravi

## Our History

Since it was first incorporated in 1960 as the San Francisco Social Psychiatry Seminars, the ITAA has been, according to California law, a public benefit nonprofit corporation. The actual ITAA is referred to as holding an IRC 501(c)(3) license. Its stated educational and charitable purposes allow it to be treated as tax exempt under US tax law.

Later the focus changed to promoting an awareness and understanding of transactional analysis. Article 3 of the Restated Articles of Incorporation, adopted in 2016, states:

The specific purpose of this corporation shall be to promote awareness and understanding of Transactional Analysis, a psychology of human behavior, communication, and problem solving, designed to enhance the life of individuals, groups, organizations, and communities, and to carry on other charitable and

educational activities associated with this goal as allowed by law.

Over the years, the organization has evolved, and its members have expressed increasing interest in being represented by an association that will advance their interests as practicing TA professionals (and those in training for certification).

## Why We Are Proposing This

The BOT now believes that the membership wishes the ITAA to focus on representing the professional and business interests of TA practitioners certified by a recognized professional association (and those in training), one that maintains and continues to develop professional standards, performs training and certification, conducts ongoing professional development, develops marketing and outreach tools, holds conferences and seminars, and monitors members' adherence to a code of ethics.

Why is a new association needed? Why cannot the ITAA just transform? The current public benefit, nonprofit corporation is legally required to hold its assets and programs for its stated charitable and educational purposes. It is prohibited from using its assets, funds, and programs to promote the individual business and professional interests of its members (or anyone else).

The work of the ITAA and its volunteers is valuable and should be separated into a separate entity: a professional association that is tax exempt. Such an association is referred to as holding an IRC 501(c)(6) license.

The restructured original ITAA (henceforth to be known as the

ITAA Foundation) would be smaller, with a smaller board of trustees and officers. They would be appointed by the BOT of the new professional association, (henceforth known as the ITAA), from time to time.

## What the Restructure Might Look Like

Each member of the ITAA would become a member of the professional association. Membership categories will be discussed later to ensure that the status of membership will be recognized.

The Board of Trustees of the new professional association would be the same as the current ITAA BOT, and future board members and officers would be elected in the same fashion as they are now, which is by the voting members of the professional organization. Voting membership would be open to any current member of the ITAA, future TA professionals, and those in training to be certified.

Benefits of being a member would be:

- Continued access to the *Transactional Analysis Journal (TAJ)* and *The Script*
- Being visible as a member of a professional association via a membership directory
- Dues and the structure of this would be similar to how it is in the current ITAA

The new professional association would operate with similar committees and procedures as the original ITAA. The committees will be incorporated into the departments of the BOT and be supervised by them.

### the SCRIPT

**Newsletter of the International Transactional Analysis Association**  
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The certification body (IBOC) would be brought into the new professional association to conduct registration and examination of candidates for TA certifications and to maintain professional standards and promote competencies in TA practice.

The new professional association will have its own internet representation (website) for its members' use.

The ITAA Foundation would no longer have voting memberships. But volunteers could include members of the new professional association (ITAA) to work on various projects. A more simplified version of the bylaws would be adopted by amendment.

Members of the ITAA Foundation board and corporate officers would be selected by the BOT of the professional association based on the candidate's demonstrated understanding of and interest in the C-3 organization's educational and charitable purposes.

***“We now present the proposed restructure of the ITAA that will result in forming a nonprofit professional association to assume the role of the lead entity in representing the business and professional interests of ITAA members, including fostering the development, training, and certification of transactional analyst practitioners and maintaining professional standards applicable to them.”***

The proposed ITAA Foundation will hold the TAJ and pursue educational purposes, archives, grants, and the awards.

## How to Proceed From Here

The process of establishing the new professional association from the current ITAA, once approved by the members, will take several months.

The two entities will maintain separate websites but with links to each other.

The IBOC will be dissolved and its functions will be included within the scope of the newly formed ITAA professional association.

Articles of Incorporation and bylaws for the new professional association will be adopted.

When approved by the required vote of the members, (1) the ITAA would be renamed the ITAA Foundation by filing an amendment to its Restated Articles of Incorporation with the California Secretary of State, and (2) its bylaws would be amended consistent with this plan to eliminate memberships and reduce the size of the board.

The new Articles of Incorporation creating the International Transactional Analysis Association, a mutual benefit nonprofit corporation (the professional association), would be filed with the California Secretary of State.

The new bylaws of the professional association would be signed by the ITAA President and adopted.

After these legal steps are taken, the new professional association would proceed to organize the two entities accordingly and reissue memberships in the professional association.

We want to indicate here that as the project evolves, it will be fine tuned, and whenever a membership vote is required, we will request such a vote.

## How to Bring This Alive: Your Decision Is Needed

The ITAA BOT will send out a ballot and ask for your “yes” or “no.” Depending on a positive outcome, the BOT will then pursue the issue and adopt the bylaws of the ITAA (for an ITAA Foundation) and set up the bylaws for the professional association (ITAA).

Further steps would include (among others):

- According to the bylaws of a professional association, setting up a board of trustees (or directors)
- Establishing classes of membership
- Establishing committees that can serve the intention of pursuing the professional interests of members (professional standards, continuous professional development, certification, advertising, branding, marketing)

For all of this, the BOT will allocate their resources and include volunteering members in the task groups.

The ballot will be sent via email and postal mail to all members. In this ballot we will include all legal relevant information so that you, the membership, can make an informed decision about the future of the ITAA.

*Thorsten Geck, ITAA President-Elect  
Elana Leigh, ITAA Past President  
Chitra Ravi, ITAA President*

# Brand Innovation for the ITAA: Moving Into the Future While Honoring the Past

by Michelle Thomé

**A**s the ITAA moves toward a possible restructure to create a proper professional member association, the communications committee has been working on various aspects of brand innovation. We are rethinking many aspects of how the ITAA is represented and interacts with the world, including the logo, the website, marketing strategy, the partnership program, and membership levels. All are being reevaluated and adapted to bring the ITAA into the modern world

*“We are rethinking many aspects of how the ITAA is represented and interacts with the world, including the logo, the website, marketing strategy, the partnership program, and membership levels. All are being reevaluated and adapted to bring the ITAA into the modern world of the 21st century.”*

of the 21st century. The new logo, launched at the annual general membership (AGM) meeting last July, was the first step toward brand modernization. The development of

vision and mission statements and core values was the second step, and we are working toward a third step with the launch of our new website in 2023.

The entire marketing strategy, including the newly launched logo and the new website, will be finalized as the restructure plans become solidified. Presuming all goes according to plan, the current website will be divided into two websites, which will reflect the change in structure of the ITAA as we move toward having both a foundation and a member association.

## The Process Behind the Work

We developed a process that would be inclusive. Everything we did—inviting members, committee chairs, and the ITAA Board of Trustees (BOT) to collaborate and have input—was part of this effort.

The first step was to determine what attributes best describe the ITAA. We surveyed members and worked with the BOT and committee chairs to get everyone’s ideas of what words best describe the ITAA they



want us to be. Here are the final four attributes:

- Vibrant
- Inclusive
- Caring
- Expert

From there, working in smaller groups over a period of some months, we developed vision and mission statements and honed in on six values that represent the ITAA. We realize these statements may need to be fine tuned as the restructure moves forward, but I want to share with you the thinking behind the progress we have made thus far. Here are the mission and vision statements and the core values.

## Mission Statement

We are a global organization committed to the ongoing development of transactional analysis, and we endorse the certification process provided by the International Board of Certification, an affiliated organization. We represent the international community of transactional analysts and students and aim to expand TA as a recognized and respected psychological modality worldwide.

## Vision Statement

**Organization:** We envision a thriving and engaging professional community dedicated to the ongoing development, understanding, and promotion of TA.

**Membership:** We envision our members facilitating transformation through developing personal awareness and healthy relationships in line with TA theory to enhance individuals' lives and the organizations and communities they are a part of.

## Six Values

- **Integrity:** As an association, we strive to be ethical, respectful, honest, and authentic.
- **Inclusivity:** We honor and welcome individuality and authenticity in others. We foster a trusting, open, and diverse community to support the growth and development of our association. We strive to make our organization fully accessible to all members.
- **Community:** We value the concept of homonomy, that is, the idea that each of us is autonomous and at the same time inextricably connected as a global nation of people. As an organization, we demonstrate this by encouraging our mem-

bers to be caring, respectful, and open minded as we all adapt to an ever-changing social, environmental, and political landscape.

- **Social Justice:** We support the five principles of social justice: access, equity, diversity, participation, and human rights. In addition, we recognize the importance of addressing the environmental and health issues of our time.
- **Growth:** We encourage our members to embrace and empower their life force—their physis. We do this by investing in ourselves and in one another to grow as individuals and as an organization. Through ongoing reflection and professional development, we enrich our lives and potentially the lives of those around us.
- **Compassion:** We acknowledge and honor the depth and breadth of human feeling. We encourage our members to be respectful of differences and compassionate toward others' experiences.

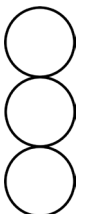
## The Logo

During the most recent AGM, we presented the new logo to participants. The logo was a joint effort between Green Tea, StateCreative, and the communications committee, with important graphic design input from Susan Lockwood. Keeping the

attributes, core values, and mission statement in mind, StateCreative developed several logo ideas that were reviewed and expanded on by Green Tea and our communications team. Narrowing the options down to three, the BOT members voted on their final choice, which we are excited to share with you all now.

The bright blue and bright green colors both represent the force of nature and the connection with our physis, and the grey represents a level of professionalism we strive toward. The three circles above the lowercase “i” are, of course, reminiscent of Berne’s ego states diagram and remind us of our history. And the globe represents that ITAA was the first international TA community, founded by Eric Berne. Notice that the globe is open, with the latitude and longitude lines not all connected. This represents our openness and desire for new members around the world. It merges into the letters to show that the ITAA belongs to the entire world.

To honor our past, let’s take a walk down memory lane and look at previous ITAA logos. Initially, the ITAA used the three-circle mark in the early *Transactional Analysis Bulletins*. In 1996, Matthias Sell created a new logo, the BOT approved it, and we have been using it ever since. Over time, the








name of the organization was added to the bottom of the logo and some variations in terms of color, shape, and lettering appeared in some documents.

So, as you can see, we have had the basic layout of the map behind the ITAA letters for a long time. While it may feel hard to part with it, as it is to leave a dear old friend, re-designing the logo to represent the contemporary ITAA felt like a crucial step in our marketing strategy.

As a communication and marketing professional, I have collaborated during my career on the creation and modernization of several logos. I consider it a privilege to be part of this moment of ITAA restructuring. 

*Michelle Thomé is ITAA Vice President Development and ITAA Communications Committee Chair. She can be reached at [michellethome@gmail.com](mailto:michellethome@gmail.com).*

## New Logo Inspires Script Update

*As you will have noticed, we are using different colors in The Script design as inspired by the new ITAA logo. We think these colors represent core values of the organization and are pleased to be able to affirm those visually through the newsletter. This is an evolving process, so you may see other changes over the coming months. We would love to hear what you think!*

*- The Script Editorial Team*

# Transactional Analysis Residential Training Workshop

## Auckland, Aotearoa New Zealand

26th – 30th April 2023

**With Jan Grant TSTA(C&E), Anne Tucker TSTA(O), and  
Keith Tudor TSTA(P)**

This workshop will cater for people training in any of the four fields of application of TA and will provide training and supervision for all levels of TA training as well as exam preparation. This includes:

- ▶ Opportunities to learn and explore TA theories
- ▶ Starting and writing the CTA written exam
- ▶ Preparing for the CTA oral exam
- ▶ Preparing for the TEW
- ▶ Preparing for the TSTA exams

Participants will be in contractual TA training or have completed at least one year's TA training. The programme, which will be based on emergent learning needs and co-created, will include large and small group activities, teaching, supervision, and writing. Social activities and free time will allow for self-reflection and the integration of learning.

### COSTS

**Full fee (including full board and lodging): NZ\$1,500.00**

**Early bird rate:** NZ\$1,350.00 (payable by 31st January, 2023)

### TO BOOK

<https://www.tatraining.co.nz/courses/ta-residential-workshop-auckland-2023>



**Jan Grant**, B.Ed., M. Ed. (Adult Ed.), CTA, TSTA (E and C), ITAA, ATAA, has a long history in tertiary education and has been in private practice in Sydney for over 40 years. Jan has been involved in TA for 37 years and has supervised 16 successful CTA candidates, three for TEWs and two TSTAs. Jan is a co-chair of the ITAA Ethics Committee.



**Anne Tucker**, CTA, TSTA (O), has been involved in TA for over 25 years, is the current Australasian representative on ITAA's Board of Trustees, and a member of its Ethics Committee. She provides TA training, supervision, and coaching to New Zealanders and international clients.



**Keith Tudor**, CTA(P), TSTA(P), is a Professor of Psychotherapy at Auckland University of Technology. He has been involved in TA for 35 years as a clinician, supervisor, trainer, and writer. He has supervised people to successful completion of the CTA written exams (13), the CTA oral exams (9), the TEW (9), and the TSTA oral exams (7). With Graeme Summers, he was the winner of the 2020 Eric Berne Memorial Award for their work on co-creative TA and transactional design.

## Writing for the TAJ

by Trudi Newton

As we all adjust to the ongoing impact of the pandemic and enjoy so much online contact with TA colleagues world-wide, we share a richer conversation, and we all learn. And we still need to think creatively.

Although one of the many effects of the pandemic on the *Transactional Analysis Journal (TAJ)* was the loss of real-time personal contact at in-person conferences, the coeditorial team soon began planning editors' and reviewers' meetings online. We recently held an interesting and lively meeting for the editorial board. But writing workshops, which we used to do at conferences, are more problematic on Zoom.

Submissions to the *TAJ* increased quite a bit during lockdowns, and we were delighted (and a little overwhelmed at times) to see so many prospective articles. The flood has fallen back a bit now, but we still have a healthy stream of new work. And there continues to be a lively community of authors and reviewers who provide us with valuable, interesting, and sometimes challenging feedback.

In light of various questions and issues that we have been hearing about, we decided to offer a series of articles in *The Script* to address some

of what we might otherwise have discussed in person at conferences. In the May newsletter, Moniek Thunnissen and Roland Johnsson described how to write a research article. Now I want to offer a short piece as a stimulus and guide for those who want to write but feel doubtful about where to begin and how the process works.

I want to start with how to start, which is often the hardest part of writing. Any new project—designing a car, changing a career, trying out a new recipe—needs a plan, and writing an article is no different. Project managers and technical staff know to use critical path method (CPM), which basically means working out what the best way is to get from A (wanting to write an article) to B (submitting it to the *TAJ*) covering all the necessary steps. Every project, whatever it is, has some core tasks that are crucial to its completion. And as author and humorist Terry Pratchett (1989) wisely said, “It means there’s always something you should have done first” (p. 172).

There are two questions I ask myself when I start a new piece of writing—or, more honestly, not when I start but when I realize I didn’t do it first (thanks, Terry). I take a sheet of paper (for me it’s important not



**“I want to offer a short piece as a stimulus and guide for those who want to write but feel doubtful about where to begin and how the process works. I want to start with how to start, which is often the hardest part of writing.”**

to do it on the computer) and head it “What do I want to say?” Then I scribble notes until I run out of ideas. A second sheet I head “Why do I want to say it?” And I keep scribbling until that runs out too. If I can’t do both, or if my answers don’t feel right to me, or the two sets of answers don’t fit well together, I know I need to do some rethinking. I also encounter this process when reviewing or editing a submitted arti-

cle for the *TAJ*. I might find myself reflecting that I can see what the author wants to say or why they want to say it, but not both.


As a personal example, I looked back to the first time I wrote for the *TAJ*. Carol Solomon had proposed a theme issue on “For Our Clients,” and a group of educators in a behavior support team I was working with had just brought to their training group an amazing story about a preschool child (Newton & Wong, 2003). In starting to think about writing a *TAJ* article about that case, my “what” was to explore the idea of “clients” in educational work: Who are the clients and how do we work differently with each (child, parents, nursery staff, managers). The “why” was more subtle: to share a powerful experience of change and put educational TA on the map.

When you start to write, the first question, “what,” might even become the abstract; the second, “why,” is the stimulus that inspires you to write in the first place. Giving yourself the time to answer can act as a catalyst.

Here, I don’t want to probe what it is about these questions that is effective. I invite to do that for yourself. But try the exercise first!

### References

Newton, T., & Wong, G. (2003). A chance to thrive: Enabling change in a nursery school. *Transactional Analysis Journal*, 33(1), 79–88.

Pratchett, T. (1989). *Truckers*. Penguin Random House. 

*Trudi Newton is one of the coeditors of the Transactional Analysis Journal and can be reached at [trudi.newton@btinternet.com](mailto:trudi.newton@btinternet.com).*



## Special *TAJ* Theme Issue on “Leadership”

by Sue Eusden and Giles Barrow



Leadership has been a theme within TA beginning with Berne and has largely been developed by organizational TA practitioners through articles and books. However, the practice of training and supervision across all fields of TA clearly involves leadership. Our intention for the July 2024 issue is to create a special edition on leadership and to invite contributions from all fields to reflect on the importance of this theme.

All practitioners may be engaged in leadership of organizations, teams, and groups or through thinking, writing, and service. For those on the journey of teaching and supervising trainees, leadership comes with the territory.

Internationally, regionally, and locally, today the role of leader appears somewhat problematic and in transition. The populist, democratic, progressive, and dictatorial models that we have become familiar with appear to be failing in a global quest for a way of conceptualizing leadership fit for the coming decades.

We are interested in considering questions such as these:

- How can our philosophy and principles inform ways of leading that are both congruent and relevant to what is emerging across different yet connected communities?
- How does a TA lens on leadership connect with the recent considerations in the *TAJ* regarding diversity, systemic oppression, and ecological concerns?

We invite contributions to this special issue because we are interested in how leadership is considered, theorized about, and practiced across different applications of TA.

We hope you will consider writing for this theme issue. Articles should be no more than 7,000 words, and the deadline for submissions is 1 August 2023. Please follow the [submissions guidelines here](#). Submissions should be sent to *TAJ* Managing Editor Robin Fryer at [robinfryer@aol.com](mailto:robinfryer@aol.com).

Sue Eusden ([smeusden@gmail.com](mailto:smeusden@gmail.com)) and

Giles Barrow ([giles.barrow@gmail.com](mailto:giles.barrow@gmail.com))





# October 2022 TAJ Now Available

by Alexandra Gheorghe

The latest issue of the *Transactional Analysis Journal* is now available online at the Taylor & Francis/TAJ website [here](#).

In my Letter From the Coeditor, I wrote the following:

As we bring you a new issue of the TAJ, we do so in a time of continuing restlessness. Around the world, the effects of isolation resulting from the pandemic continue to reverberate. In addition, war and conflicts around the globe are changing lives and separating families. Communities splitting into opposites and objectifying “the other” may mean that there is less and less ground for connection. Giving us one more reason to appreciate being part of the lively worldwide transactional analysis community, the authors in this TAJ look at what it is that we need most in order to be able to hope for healing.

Looking at the articles in this issue, I was struck by a recurring theme among them. Although this is not a theme issue, it seems that the most pressing area of exploration and research for this issue’s authors highlights that which is our greatest loss (and need): human connection, being together in contact, an authentic and open-hearted move toward the other. So this is, in different ways, an unintentional theme of this TAJ.

This issue walks the talk with regard to connection by looking at its different facets, using different modes of exploration while maintaining common ground. Here you will find four theoretical articles, three research articles, three book reviews, and one letter to the coeditors in response to one of the articles. These authors explore and adapt TA theory to different cultures, such as India, Iran, the United Kingdom, and Turkey. Through all of these differences, the writers find common ground in looking at the same theme from different angles, thus building a richer and more cohesive image of our human need for connection.

This issue contains the following eight articles and three book reviews:

“Connection, Hungers, and Time Structuring: A Relational, Inclusive, and Transpersonal Development of Autonomy” by Rachel Cook

“The Impact of a Model of Nonmaterial Consciousness on the Concept of Mind in Action” by John Heath

“Touching Practice: An Exploration of Runanubandh, Touch, and Contact in Psychotherapy” by Anisha Pandya

“Ego States and Projective Identification: A Six-Stage Relational Methodology” by Alistair Berlin and Megan Berlin

“Letter to the Coeditors in Response to Berlin and Berlin” by Charlotte Sills

“The Relationship Between Life Satisfaction and Functional Ego States for Elders in Nursing Homes” by Gizem Beycan Ekitli and Esra Engin

“Psychometric Properties of the Persian Version of the Injunctions Scale in Iranian University Students” by Gashav Sharifi, Simin Hosseinian, and Abbas Abdollahi

“Theory-Building Case Study Examining Empathic Transactions in Transactional Analysis Psychotherapy” by Mica Douglas, Giovanni Felice Pace, Valeria Villa, and William B. Stiles

*Fanita English, A Therapist’s Life and Work: From Psychoanalysis to Transactional Analysis and Gestalt Therapy* by Sigrid Röhl—reviewed by Neal Edwards

*The Authority of Tenderness: Dignity and the True Self in Psychoanalysis* by Paul Williams—reviewed by Edward T. Novak

*Understanding Bereaved Parents and Siblings: A Handbook for Professionals, Family, and Friends* by Cathy McQuaid—reviewed by Aideen O’Hagan

We are always eager to know what you think about the latest issue of the TAJ, so please write to us! [✉](#)

Alexandra Gheorghe can be reached at [ale.gheorghe@gmail.com](mailto:ale.gheorghe@gmail.com).

# Congratulations to Successful Examinees!

by Jacqueline van Gent and Sue Eusden

**W**e are delighted to announce the results of the online Certified Transactional Analyst (CTA) and Teaching and Supervising Transactional Analyst (TSTA) exams on 23-24 September 2022. We congratulate the six new CTAs and five new TSTAs/STAs as follows:

Jacobien Geuze, CTA-O, Netherlands

Nims Dhawan, CTA-O, United Kingdom

Bojana Filipovic, CTA-P, Serbia

Cindy Gale, CTA-P, United Kingdom

Lena Cromartie, CTA-P, New Zealand

Milica Ilic Boskovic, CTA-P, Montenegro

Takayuki Muroki, TSTA-P, Japan

Lisa Bedford-Cooper, STA-P, United Kingdom

Aruna Gopakumar, TSTA-P, India

Wilf Hashimi, TSTA-P, United Kingdom

Ronen Stilman, TSTA-P, United Kingdom

**Thanks to examiners:** 73 examiners from over 20 countries came together to make this set of exams a success.

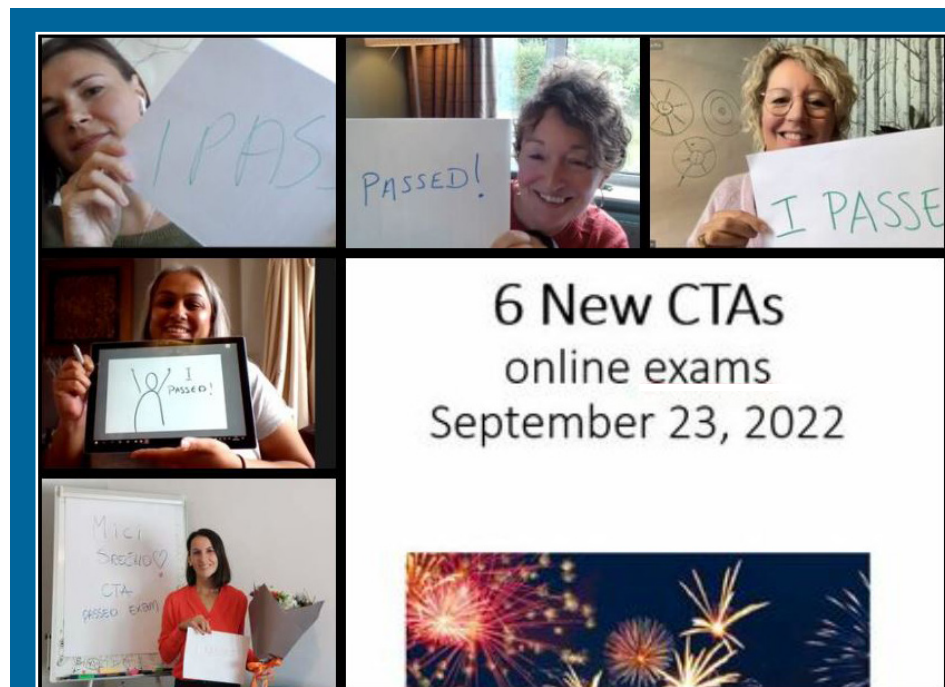
**CTA examiners:** Keiko Hoshino, Joanna Gosk, Rosario Chavez, Raguraman K, Karen Lam, Patrick Odendaal, Danijela Djuric, Miek Hehenkamp, Rokana Yashchuk, Nisha Rao, Marleen Dehondt, Sudha Thimmaiah, Joy Roshan, Graeme Summers, Deborah Blagden, Tanja Krist, Alla Babich, Lies de Bruijn, Tara Longworth, Danijela Budisa

Ubovic, Elena Lazarenko, Prathitha Gangadharan, Elvin Aydin Keles, Ioana Cupsa, Alina Comendant, Tin Vanderhoeven, Karina Heiligers, Sushma Ramachandran, Nicole Lerner, Pierre Sebregts, Anja Mihevc, Fabiola Santicchio, Piotr Jusik, Michelle Hyams-Ssekasi, Maja Kocjancic, Sabine Inken-Schmidt, Maja Delibasic, and John Savage

10

NOVEMBER 2022

THE SCRIPT



Successful CTA Examinees: (upper row from left to right): Bojana Filipovic, CTA-P; Cindy Gale, CTA-P; Jacobien Geuze, CTA-O; No picture: Lena Cromartie, CTA-P; (left vertically from middle to bottom): Nims Dhawan, CTA-O; Milica Ilic Boskovic, CTA-P



Successful TSTA/STA Examinees (from left under to right up, clockwise): Aruna Gopakumar, TSTA-P; Ronen Stilman, TSTA-P; Wilf Hashimi, TSTA-P; Lisa Bedford-Cooper, STA-P; Takayuki Muroki TSTA-P

**Process Facilitators:** Nicky Worrall, Enid Welford, Karen Pratt, Julie Hay

**CTA Exam Supervisors:** Mayke Wagner, Jacqueline van Gent

**TSTA Exam Supervisors:** Sue Eusden, Jacqueline van Gent

**IBOC Administrator:** Niva Manivannan

The next IBOC exams will be held on 23-24-25 March 2023. Please put the dates in your diary if you are available to be involved in these exams. The CTA exams will be on 23 March, and the TSTA exams will be over all three days. We will send out the call for examiners toward the end of October. 📅

Jacqueline van Gent ([jacqueline@itaaworld.org](mailto:jacqueline@itaaworld.org)) and Sue Eusden ([sue@itaaworld.org](mailto:sue@itaaworld.org)) are Cochairs of the IBOC.

**TSTA examiners:** Marina Rajan Joseph, Cholena Mountain, Izumi Kadomoto, Julie Hay, Moniek Thunnissen, Anette Dielmann, Helen Rowland, Vladimir Goussakovski, Michele D'Errico, Susie Hewitt, Annie Rogers, Chitra Ravi, Giles Barrow, Sander Reinalda, Briony Nichols, Karen Pratt, Pete Shotton, Trudi Newton, Valerie Redman, Sashi Chandran, Anne Tucker, Rachel Cook, Emma Haynes, Nicky Worrall, Enid Welford, Tess Elliott, Gloria Noriega, and Marij Peeters

**Volunteers for TSTA Teaching and Supervision exam:** Claire Daplyn, James Longwell, Lyn Wall, Seema Pradhan, Fabiola Santicchio, Michelle Hyams-Ssekasi, Karina Heiligers, Sushma Ramachandran, Patrick Odendaal, Enrico Benelli, Mirjam te Slaa, Alla Babich, Elena Lazarenko, Raguraman K, Sudha Thimmaiah, Keiko Hoshino, Pierre Sebregts, Karen Lam, Paula Dishman, Roksana Yashchuk, Marleen Dehondt, and John Savage

**Volunteer organizers:** Tess Elliott, Haseena Abdulla

**Zoom Assistants in Teaching Exam:** Tin Vanderhoeven, Graeme Summers

### IBOC Exam Calendar

Type	Exam Date	Location	Application Deadline
CTA	23-25 Mar 2023	ONLINE	23 Dec 2022
TSTA	23-25 Mar 2023	ONLINE	closed
CTA	5-7 Oct 2023	ONLINE	5 July 2023
TSTA	5-7 Oct 2023	ONLINE	5 April 2023

### IBOC TEW Calendar

Type	TEW Date	Location	Application Deadline	TPO Deadline
TEW	4-6 Nov 2022	ONLINE	closed	closed
TEW	31 Mar -2 Apr 2023	ONLINE	closed	closed
TEW	27-29 Oct 2023	ONLINE	27 Feb 2023	27 April 2023

Please send applications for exams and TEW to Nivashini Manivannan, the IBOC administrator: [iboc@itaaworld.org](mailto:iboc@itaaworld.org)

For the EATA exam calendar, please refer to: <https://eatanews.org/exams/#coc-calendar> and for the EATA TEW calendar, go to: <https://eatanews.org/ta-training-2/#tew-calendar>

# Farewell to ITAA Administrator Susan Lockwood

by Chitra Ravi



**I**n 2020, Susan Lockwood joined the ITAA staff at a time of major transition in our staffing. First Ken Fogleman left as a result of major health issues, and then the next year Janet Chin retired. It was a time of loss and challenges for the organization (especially with Ken's subsequent death), and we felt extremely fortunate that Susan stepped in to address the immediate challenges and then take on the job officially. So, it is with sadness and regret that I now inform our members that she resigned her post as of 24 October to take a new position elsewhere.

From the beginning, Susan took over the bookkeeping and administrative work with a combination of wide-ranging skills and a firm commitment to getting things in good working order and establishing systems that will serve us well into the future. I have personally experienced Susan's promptness in answering emails, always wanting to look at new ways of doing things, posing questions, suggesting new solutions, and displaying exemplary performance and efficiency.

Susan has also worked extremely well with many other ITAA officers, trustees, and committees. She has always been willing to do more than the minimum and played an important role, for example, in developing the vision/mission/values statement and the new logo as well as in the beginning development of the new website to come. She also played a key role in the first ITAA online workshops in 2021 and conference in 2022. Although the ITAA benefited and has appreciated the tremendous variety of skills she brought to the job, it was just these skills that led her to decide it was time to move on to a new position where she could use her abilities more fully.

As hard as it is for us to say good-bye to Susan, we honor and respect her needs and wish her the very best moving forward. To quote Paulo Coelho, "If you're brave enough to say good-bye, life will reward you with a new hello." We hope that now both for Susan and for the ITAA.

We are now in the process of looking for replacements to do both the bookkeeping and the ITAA administrative work. Although we hope to fill those positions by the time Susan

leaves, if that is not possible, we have contingency plans to support the organization in the interim. The ITAA Board of Trustees had already decided to reinstate our membership committee under Vice President Development Michelle Thomé. The membership committee will consist of the regional representatives as well the ITAA Secretary Rema Giridhar. With Rema's wide experience of websites, she will offer support as needed by handling the back end of the membership database to ensure things flow as smoothly as possible. Susan has also agreed to support and handle some of the critical aspects during the transition even after she leaves.

Our regional representatives, who are always available to support members in their regions with any concerns they have, will be even more available during the interim to respond to any difficulties with membership sign ups and/or renewals. Please do not hesitate to write to any of the regional representatives:

Lucy Freedman, North America  
Cristina Caizzi, Europe & Central Asia  
Maguerite Sacco, Africa & Middle East



Anne Tucker, Australia/New Zealand  
Prathitha Gangadharan, Asia-Pacific  
Paula Rodrigues, Central & South  
America & Caribbean

We ask for your cooperation and support during this challenging time until our new resources are settled fully into their roles.

I end by asking you to join me in wishing Susan every success and joy in her new job and to thank her for all her contributions to the ITAA over her time with us.

Chitra Ravi, ITAA President  
([chitra.seed@gmail.com](mailto:chitra.seed@gmail.com))

## Additional Appreciations for Susan

Dear Susan: I really appreciated working with you during and after our magnificent world online con-

ference. In an email I sent to you at the time, I said it seemed you never slept, which was supported by another email sent from you at some stage that began with “I realized—in bed, no less, in the wee hours of my morning. . . .” So I was right, you never slept. Your correspondence never suffered and was always personable, cheery, and got the job done and the problems solved. Thanks for your help. It is a part of what I will remember about that conference for always. - Marguerite Sacco, ITAA Board Representative for Africa/Middle East

Susan has worked hard for the ITAA. We originally got together taking over from Ken Fogleman, whose health was sadly failing. It was a difficult process for all of us, including Ken’s husband, Tom. Since then, Susan and I have worked through many projects, including getting the finances completely up to date. I’ll miss working with Susan, whose help has been invaluable and whose tenacity in sticking at resolving an issue until it is fixed has proved incredibly useful. My very best to her for what comes next. - John Oates, ITAA Treasurer

I have worked closely with Susan since the communications committee was created in August 2021 and I was invited to be the chair. For over a year, we met virtually almost every week, me in Brazil and she in the United States, to work on projects defined by the BOT. Susan brought to our relationship her determination, loyalty, organization, sharp mind, structure, creativity, vision, agility, and so many other qualities. Together, we focused on the contracted activities, managing obstacles and having fun. Susan leaves an important legacy for me and the ITAA. - Michelle Thomé, ITAA Vice President Development and Communications Committee Chair

Susan Lockwood has done a lot of good for the ITAA during her time as our administrator. She brings valuable practical skills and an ability to focus. Even more, she has been willing to learn our quirks and complex needs while keeping a sense of humor. I have always been impressed with Susan’s stamina as well as her creativity. I hope to continue the friendship. - Lucy Freedman, ITAA Board Representative for North America 🇺🇸

## Welcome to New Members

### SEPTEMBER 2022

Eleanor Carbutt, United Kingdom  
Sandra Cepin, Austria  
Tatiane Cunha, Brazil  
Jovana Curcic, Serbia  
Arundhati Dantewadia, India  
Debi Davidson, United Kingdom  
Anne Huschens, Germany  
Iryna Iryna, Ukraine  
Miruna Jovin, Romania  
Gursimran Kaur, India  
Arinobu Matsushima, Japan  
Austin Mothersdale,  
United Kingdom  
Magali Poujol, France  
Rachael Ray, United Kingdom  
Michael Sawrey, United Kingdom  
Ozge Senlik, United Kingdom  
Priyanka Shukla, India  
Olga Vyatkina, Russia

## TAJ Theme Issues

### “Neurodiversity and Neurodivergence”

Coeditors: Steff Oates and Helen Rowland | *Deadline:* 1 February 2023

### “Leadership”

Coeditors: Sue Eusden and Giles Barrow | *Deadline:* 1 August 2023

### “Intimacy and Creativity Within the Real Self: Revisiting Berne’s Secret Garden”

Coeditors: Edward T. Novak and Karen Minikin | *Deadline:* 1 February 2024

Please follow the submission requirements posted [here](#). Email manuscripts to TAJ Managing Editor Robin Fryer, MSW, at [robinfryer@aol.com](mailto:robinfryer@aol.com).

# Call for ITAA Board Nominations

The following positions are open for nominations now. **Deadline for nominations:** 29 January 2023 11pm (23:00) UTC.

**Vice President Development**  
(2023-2025)

**Secretary** (2023-2025)

**Regional Representative—  
Asia-Pacific** (2023-2025)

**Regional Representative—  
Australia, New Zealand**  
(2023-2025)

**Nominations require** the name and consent signature of the nominee (it may be yourself), the name of the person making the nomination (if not the nominee), and the name of two people seconding the nomination (one may be the person making the nomination). Trustees who have served two consecutive terms of office in any position on the board are not eligible for nomination. Position statements (charters) that describe the function and selection criteria for each of the officer positions are available on the ITAA website at [www.itaaworld.org](http://www.itaaworld.org) and from nominations chair Rema Giridhar at [rema.k.giridhar@gmail.com](mailto:rema.k.giridhar@gmail.com). Nominees are encouraged to read and understand these and the full nomination/election documents before accepting nomination.

Send nominations to ITAA Nominations Committee Chair Rema Giridhar at [rema.k.giridhar@gmail.com](mailto:rema.k.giridhar@gmail.com).

Those who accept nomination to any of the above positions must sign the “Rules for Candidates Seeking Election” (see this page), which they will receive from Rema Giridhar and are also posted on the ITAA website. They must also email a written statement (maximum of 250 words) and digital photo to Rema as soon as possible and no later than the 29 January 2023 deadline.

**Election Procedures:** As per the ITAA bylaws, 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 *The Script* newsletter. An unopposed candidate will take up his or her position following the Annual General Membership (AGM) meeting. If there is more than one nominee for a position, a ballot will be sent to all voting members within 45 days after the close of nominations. The deadline for return of ballots is 45 days from the date of mailing. The results of the election will be announced to the candidates within 45 days after the election results are determined.

*If you have not already submitted a Consent to Use of Electronic Transmissions so that you are eligible to vote*

electronically in case of a ballot, we urge you to do so immediately by visiting [here](#).

## Rules for Candidates Seeking Election

**3.4 Election Campaign Guidelines Preamble.** These guidelines are intended to assist in maintaining a spirit of collegiality and essential fairness in all ITAA elections and to keep the amount of campaigning and electioneering for trustee positions within established procedures. They also offer a procedure for identifying a campaign violation and spell out the consequences.

### 3.4a Endorsement of Candidates

- i. Individual members may endorse candidates for elected positions within the ITAA provided that such endorsement makes clear that it represents the personal view of the endorser. If such personal endorsements are made by individuals holding an elected, appointed, or honored position within the ITAA, they may not mention their position within the organization as part of the endorsement.
- ii. ITAA resources may not be used for the purpose of supporting any one candidate over another.

## Award Nominations Sought

### Eric Berne Memorial Award

Deadline: 1 December 2022 | Nominations to [Lis Heath](#)

### Capers Humanitarian Award, James Living Principles Award, Goulding Social Justice Award, English Lifetime Achievement Award, ITAA Service Award

Deadline: 1 January 2023 | Nominations to [Rema Giridhar](#)

### ITAA Research Award

Deadline: 1 January 2023 | Nominations to [Rosanna Giacometto](#)

- iii. The electioneering use of online, social media, newspaper/newsletter, or journal advertisements, as well as setting up websites and social media pages, is prohibited.
- iv. The association's newsletter may be used to report the candidacy of nominees and election results provided that the report is included as a news article and all candidates for a nominated position are represented.
- v. The staff of the ITAA are to refrain from electioneering in any form, including making personal statements regarding the qualifications of any candidate.

#### 3.4b Campaign Statements

- i. Candidates may make written statements to appear in the ITAA newsletter at such time as the nominations are announced therein. Such statements will be confined to a discussion of issues facing transactional analysis and the ITAA as well as a brief personal biographical sketch. Statements from nominees for all positions may not exceed 250 words. Statements exceeding the word limit will be edited down at the discretion of the ITAA Managing Editor.

#### 3.4c Campaign Spending and Membership Appeal

- i. Mass mailings, including mass emails, on the part of a candidate seeking nomination or election or on behalf of that candidate

by other individuals or organizations is prohibited. Although it is appropriate for nominees for elected positions within the ITAA to communicate their platforms and qualifications to the membership (see item ii below), mass mailings are deemed inappropriate because they create the possibility of unfair economic advantage for some nominees.

- ii. Individual personal letters, including emails or phone calls to friends and colleagues, are appropriate.
- iii. Form letters or "Dear Colleague"-type letters or emails sent by an individual or a group of individuals to a group of persons on a mailing list are not acceptable practice.
- iv. Setting up a website, distributing an electronic poll, and/or using social media in such a way that it may be deemed to be part of a future or ongoing election campaign is also not acceptable.

#### 3.4d Dissemination of Information on Electioneering

- i. These election guidelines will be published in *The Script* newsletter at the same time and along with the announcement of the list of nominees for the year if there is at least one contested position and therefore an election ballot.
- ii. The ITAA Nominating Committee chair will mail a copy of the

election rules to each candidate at the time his or her nomination is official. For nominations to be accepted, nominees must sign and date the rules form.

#### 3.4e Reporting a Violation of Campaign Procedures

- i. Any member who suspects that he or she received or viewed communication from a nominee or on behalf of a nominee that violates these election guidelines may file a complaint by emailing the ITAA Secretary.
- ii. Members are encouraged to first reach out directly to any such nominee to clarify his or her intent and to give the person feedback about the communication in question.

#### 3.4f Violation of Election Guidelines

- i. These guidelines are posted on the ITAA website.
- ii. All nominees are expected to know the guidelines and will therefore be held responsible for following them even before the guidelines have been sent to them when their nomination is submitted. Any behavior counter to the guidelines, therefore, is considered a violation of campaign procedures.
- iii. The ITAA Board of Trustees will contact any nominee thought to be in violation of these guidelines as part of an inquiry into his or her actions.
- iv. If the Board of Trustees judges the nominee to be in violation of the guidelines, the person's nomination will be rescinded for that election cycle.
- v. The nominee will not be prevented from participating in future election cycles. 