

# TA for OD

Relations 



The TA for OD program is a fantastic opportunity to deepen your knowledge and understanding of interpersonal relationships, group dynamics, and also intra-psyche processes in a phased out and structured manner - critical concepts, that help us to appreciate the nuances of human behaviour and how they play out in an organisational context. What makes the learning process richer is not just the structure of the course but also the wealth of interactions with fellow HR professionals that add immense value. With this course practicing managers, organization consultants, trainers and teachers of organisational behaviour can augment their professional development endeavors.

Learning and application of Transactional Analysis for organization development includes:

- Enhancing team effectiveness, communication and cohesion
- Leading and managing group processes
- Diagnosing organization culture and facilitating change
- Managing people and processes during change and transformation
- Understanding and dealing with the dynamics of organizational power play and politics

TA for OD begins with understanding and changing self and progresses to interpersonal, group, and organisational change and development

Advanced Training  
in

## Transactional Analysis for Organisation Development

Admissions Open for 2015  
in Delhi, and Mumbai

### FACILITATOR

**C. Suriyaprakash PhD**  
*Teaching and Supervising Transactional  
Analyst (Organisational)*

Relations Institute of Development  
Coimbatore

**Relations' flagship programme  
successfully running since 2009**

*Visit [www.saata.org](http://www.saata.org) / [www.itaaworld.org](http://www.itaaworld.org)  
for details about advanced certification  
options in organisational transactional  
analysis*

**12 days in a year**

6 weekends in Mumbai

3 times, 4 days in Delhi

**Year 1 Foundation Year**

**Year 2 Advanced Year**

**Year 3 Practitioner Year (optional)**

**Year 4 Certification Year (optional)**

**Fee:** Rs.44400/- per year, including  
training, hall, and lunch

For queries and registration contact  
Suriya at **+91 9942081078** or email at  
**hellorelations101@gmail.com**



## TA for OD Testimonials

“Suriya’s accurate insight during supervision is something to be experienced. He exposed us to many models that allowed us apply TA very systematically in an organizational context and experience how theories come to life in organizational interactions. I began to enjoy and consciously use TA in my everyday work – coaching, training, consulting and managing my own team.”

*Aruna Gopakumar  
Director, Neuvoti*

“TA has been a wonderful learning process for me. I used it to mould my behaviour, thinking process and ability to deal with people personally. Professionally it was wonderful to see how better I could understand people and situations and how I developed the ability to look at things differently.”

*Chitra Swamy  
Head-Consulting Services, The Skill Studio*

“The TA for OD group combines learning TA theory with the experience sharing by the OD/training heads in various organizations. This gives a complete new dimension to the learning. The theory, structure of the programme and the facilitation add a lot of value to me as a person and professional.”

*Deepak Patil  
DGM, Leadership & Management Development  
Firstsource Solutions Ltd*

“I travelled every month from Chennai to Bangalore to attend the one year course conducted by Physis on organisational transactional analysis. It was fruitful experience and I gained growth in personal and professional life. I enjoyed the experiential learning process and understood how to use transactional analysis for organisational development.”

*A Geethan  
Psychotherapist, Trainer and Systemic Coach*

“I have found the TA for OD group to be very useful in building my skills as a trainer, since it enabled me to apply TA to work with myself. Using the TA framework has helped in understanding and managing client relationships and group dynamics with my training groups.”

*Kalpana Tatavarti  
Consultant, Maarpidi*

“From the word go, I was mesmerised by the depth in which TA can be applied in an organisational setting. I found the entire curriculum, which ranged through theory, concepts, models and applications apt not only in my Corporate role but also in my role as a Trainer/Facilitator. This course is highly recommended to HR professionals, Trainers, Facilitators and any individuals in the corporate world.”

*Colleen D’souza  
Divisional Manager, Human Resources  
Mercedes-Benz India Pvt. Ltd., Pune*

The past 18 months of the journey has been an exciting adventure unravelling our own self and discovering ourselves once again! The openness of the group, the sharing and learning from each other as a format makes the program rich and meaningful. Testimony to this is the fact that we look forward to the sessions after a packed and hectic schedule and go back completely rejuvenated on a Sunday evening!!

*Suchitra Bhaskar  
Director, Learning & Organisational Development  
CRISIL Limited, A Standard & Poors Co.*

TA for OD intervention is very well planned, with sufficient time for concepts, supervision, and field work. The tools and concepts are easy to understand and yet, profound in their applications. The participants get enough time to apply their understanding in the field, and get ample supervision to clarify doubts and become assured of their strengths.

*Jaipreet Singh  
Learning and Development Consultant, Gurgaon*

## TRANSACTIONAL ANALYSIS FOR ORGANISATION DEVELOPMENT

### Preamble

This course is designed for those who wish to apply Transactional Analysis in any group and organisational contexts, with an aim to enhancing individual, group, and organizational effectiveness. With this course, practicing managers, organization consultants, coaches and trainers can augment their professional development endeavors.

Learning and application of Transactional Analysis for organization development includes:

- Enhancing communication, cooperation and effectiveness
- Enhancing team effectiveness, communication and cohesion
- Leading and managing group processes
- Understanding learning theory and enhancing training design and delivery
- Diagnosing Organization Culture and facilitating change
- Managing people and processes during change and transformation
- Coaching and Mentoring systems
- Understanding and dealing with the dynamics of organizational power play and politics

We believe that the person we are is what we bring into all our roles – personal, professional and organisational. Therefore the focus in the foundation year will be on integrating Transactional Analysis into one's own personal, interpersonal and small group contexts. The advanced year will expand the learning for organisational competencies.

### Duration

**12 days per year. 6 hours per day.**

### Schedule

Dates are subject to change. Change of dates will be intimated at least 2 weeks in advance.

| Month        | Mumbai Y1 | Delhi |
|--------------|-----------|-------|
| August       |           | 13-16 |
| September    | 19-20     |       |
| October      |           |       |
| November     | 7-8       | 12-15 |
| December     |           |       |
| January 2016 | 16-17     |       |
| February     |           |       |
| March        | 5-6       |       |
| April        |           | 21-24 |
| May          | 7-8       |       |
| June         |           |       |
| July         | 16-17     |       |

Fee: Rs.44400/- per year

Payment schedule: Rs.24400/- before July 31, 2015 & Rs.20000/- before December 15, 2015

Mode of payment: Online transfer. Bank details will be given once admission is confirmed.

## YEAR 1: FOUNDATION YEAR

### Objectives

- To understand in depth the basic concepts and theories of TA
- To learn how TA theories could be applied to individual, interpersonal and small group levels
- To apply TA theories in personal and work lives

### Content Overview

- Structural Analysis
- Transactional Analysis Proper
- Game Analysis
- Racket Analysis
- Script Analysis
- Cycles of Development
- Discounting
- Group Process Analysis
- Group Structure and Dynamics: Berne's Six Group Diagrams
- Supervision

### Session Structure

Every contact session, will have the following structure.

| Time*                  | Content  |
|------------------------|--|
| 9.30 AM-10.30 AM       | Check in, Contracting, Sharing                     |
| 10.30 AM-11.00 AM      | TA concept/model                                   |
| 11.00 AM-11.30 AM      | BREAK  |
| 11.30 AM-12.00<br>NOON | TA concept/model                                   |
| 12.00 NOON-1.00<br>PM  | Text Reading                                       |
| 1.00 PM-2.00 PM        | LUNCH  |
| 2.00 PM-3.30 PM        | Organisational application of the TA concept/model |
| 3.30 PM-4.00 PM        | BREAK  |
| 4.00 PM-5.00PM         | Organisational application of the TA concept/model |
| 5.00 PM-5.30 PM        | Closing  |

\* Exact time may vary depending on the emerging needs and processes in the group.

## YEAR 2: ADVANCED YEAR

### Objectives

- To understand the process of Organisation Development from TA perspective
- To learn the advanced post-Bernian organisational TA theories and models
- To integrate the application of TA and non-TA theories in Organisation Development

### Content Overview

- Contracting, Overview of OD
- Organisational Script
- Group Relations
- Training, Coaching, Consultancy
- Psychometrics
- Julie Hay
- Rosa Krausz
- Bernd Schmidt
- Gunther Mohr
- Field Work Project

### Session Structure

Every contact session, will have the following structure.

| Time*                  | Content                                  |
|------------------------|--|
| 9.30 AM-10.30 AM       | Check in, Contracting, Sharing           |
| 10.30 AM-11.00 AM      | Supervision                              |
| 11.00 AM-11.30 AM      | BREAK                                    |
| 11.30 AM-12.00<br>NOON | Supervision <sup>#</sup>                 |
| 12.00 NOON-1.00<br>PM  | Text Reading                             |
| 1.00 PM-2.00 PM        | LUNCH                                    |
| 2.00 PM-3.30 PM        | Input on Theme (by faculty)              |
| 3.30 PM-4.00 PM        | BREAK                                    |
| 4.00 PM-5.00PM         | Presentations <sup>§</sup> (by trainees) |
| 5.00 PM-5.30 PM        | Closing                                  |

\* Exact time may vary depending on the emerging needs and processes in the group.

<sup>#</sup> A typical supervision will last 20 minutes.

<sup>§</sup> Each presentation shall not exceed 20 minutes followed by 10 minutes questions and feedback.

### Field Work Project

Trainees are required to present two field work project they undertake as part of their work, applying TA. Refer Field Work Project Guidelines for details.

## Assignments

Trainees are expected to submit assignments given to them during the course. These assignments will be in line with SAATA/ITAA certifications so that successful completion of these assignments could add up to their preparation for these exams.

## Certification Options

**The TAOD programme does not entail any formal certification or accreditation.** Trainees would receive a Certificate of Accomplishment (COA) on successful completion of the requirements of the programme at the end of every year. A minimum attendance of 80% is mandatory to receive the COA. For the advanced year, field work presentations are required to be eligible to receive the COA.

The training hours could be logged as advanced TA training hours for certifications of SAATA and ITAA.

**SAATA Certification:** Trainees can appear for SAATA's Diploma after 18 months of their commencing Year 1. They can appear for SAATA's Advanced Diploma after 3 years of commencement of their training and/or 18 months after completion of the Diploma. They also need to fulfill additional requirements to be eligible to take these exams.

**ITAA Certification:** Trainees who pursue their training beyond two years may take CTA certification in organisational field of application on fulfillment of the requirements set by the ITAA.

***Please refer the respective websites for the requirements of these certifications.***

***[www.saata.org](http://www.saata.org) [www.itaaworld.org](http://www.itaaworld.org)***

**Text Reading:** Every contact session will have one hour of reading a reputed TA article or book chapter.

## Year 1: Foundation Year

- Berne, E. (1990). *Transactional analysis in psychotherapy: A classic handbook to its principles*. New Delhi: Rupa.
- Karpman S. (1971). "Options," *TAJ*, 1(1), 79-87.
- English F. (1971). "The Substitution Factor: Rackets and Real Feelings, Part I," *TAJ*, 1(4), 27-32.
- Goulding R and Goulding M. (1976). "Injunctions, Decisions, and Redecisions," *TAJ*, 6, 41-48.
- Schiff A and Schiff J. (1971). "Passivity," *TAJ* 1(1), 71-78.
- Levin P. (1982). "The Cycle of Development," *TAJ*, 12, 129-139.
- Novellino M. (1990). "Unconscious Communication and Interpretation in Transactional Analysis," *TAJ*, 20, 168-172.
- Moiso C. (1985). "Ego States and Transference," *TAJ*, 15, 194-201.
- Mazzetti M. (2007). "Supervision in Transactional Analysis: An Operational Model." *TAJ*, 37, 93-103 (2007)

## Year 2: Advanced Year

- Krausz, R. (1993). "Organizational Scripts," TAJ, 23, 77-86.
- van Beekum, S. (2006). "The Relational Consultant," TAJ, 36, 318-329.
- Krausz, R. (2005). "Transactional Executive Coaching," TAJ, 35 367-373.
- Mountain, A and Davidson, C. (2005). "Assessing Systems and Processes in Organizations," TAJ, 35, 336-345.
- Hay, J. (2000). "Organizational Transactional Analysis: Some Opinions and Ideas," TAJ, 30, 223-232.
- Krausz, R. (1986). "Power and Leadership in Organizations," TAJ, 16, 85-94.
- Schmid, B. (1994). "Role Concept. Transactional Analysis and Social Roles". In G. Mohr & T. Steinert (Eds.), Growth and change for organizations: Transactional analysis new developments 1995-2006 (pp. 32-61). Pleasanton, CA: International Transactional Analysis Association.
- Mohr, Günther (2006). "Dynamic Organizational Analysis" in: Mohr, G. and Steinert, T.: Growth and Change in Organizations, Transactional Analysis – New Developments 1995 – 2006, p.79-101
- Clarke, J I. (1996). "The Synergistic Use of Five Transactional Analysis Concepts by Educators," TAJ, 26, 214-219.

## C. SURIYAPRAKASH, PHD

BE (Mech), MBA, PGDBA, PGDHE, M.Phil, MA (App. Psy), BTA, CTA (O), TSTA(O)  
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**C. SURIYAPRAKASH**, PhD, Professor of Human Resources, Jansons School of Business, has International Accreditation as Teaching and Supervising Transactional Analyst (TSTA) in the organisational field. He is a Master Practitioner in NLP. He has over two decades experience in the industry, teaching MBAs, and industrial training, counselling and consultancy. His specialties include Organisational Behaviour, Applied Behavioural Sciences and Human Relations Development. His current research interests are on personality and leadership studies from the Indian philosophical perspective. He is a faculty of Asha Counselling and Training Services, Coimbatore and Former-President of TA Study Circle of Coimbatore. He was the Co-chair of Training Standards Committee, Training and Certification Council of Transactional Analysts, USA (T&CC). He was Vice-President-Operations (2007-2009) and Vice-President, Research and Innovation (2010-2012) of the International Transactional Analysis Association (ITAA). Currently he is President Elect of the International Transactional Analysis Association (ITAA) and Secretary, South Asian Association of Transactional Analysts (SAATA).

Suriyaprakash co-founded Relations Institute of Development, in 1995, to provide Organisational Development Training, Coaching and Counselling. He has trained thousands of managers, executives, factory employees, teachers, students, social workers and parents and logged over 10000 hours of teaching, training and consultancy using TA and allied models. His specialty in organisational development, with TA includes, creating awareness, leadership, team building, problem-solving, conflict resolution, group dynamics, communication and motivation.

He is part of a team facilitating groups of professionals in Coimbatore, Bangalore, Hosur, Mumbai, Delhi, and Calicut preparing managers, trainers, consultants and counsellors for the international accreditation as Certified Transactional Analysts in the field of Organisational Development and Counselling. He has also trained in Bangladesh and Ukraine. He regularly participates and presents papers in national and international conferences.

Recipient of the Muriel James Living Principles Award<sup>1</sup> 2013 of the ITAA, Suriya's passion includes study in the fields of personality, leadership and Indian philosophy. He is married and enjoys reading non-fiction, travelling, trekking and cooking!

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<sup>1</sup> <http://itaaworld.org/index.php/about-the-itaawards>



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## Education

|      |  |
|------|--|
| 2010 | Ph.D., Dr. G.R. Damodaran College of Science, Bharathiar University, Coimbatore  |
| 2008 | TSTA (O), Training and Certification Council of Transactional Analysts, USA      |
| 2004 | M.A. (Applied Psychology), Annamalai University, Annamalai Nagar                 |
| 2000 | M.Phil. (Entrepreneurship), Madurai Kamaraj University, Madurai                  |
| 1999 | CTA (O), Training and Certification Council of Transactional Analysts, USA       |
| 1999 | P.G.D.H.E. (Higher Education), Indira Gandhi National Open University, New Delhi |
| 1994 | M.B.A., BSMED, Bharathiar University, Coimbatore                                 |
| 1992 | P.G.D.B.A., Madurai Kamaraj University, Madurai                                  |
| 1990 | B.E. (Mechanical Engineering), P.S.G. College of Technology, Coimbatore          |
| 1986 | H.S.C., St. Michael's Hr. Sec. School, Coimbatore                                |
| 1984 | S.S.L.C., St. Michael's Hr. Sec. School, Coimbatore                              |

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## Work History

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|--------------|--|
| 2010 to date | Professor, Jansons School of Business, Coimbatore                        |
| 1995 to date | Co-director, Facilitator, Relations Institute of Development, Coimbatore |
| 1998 to date | Faculty, Asha counselling and Training Services                          |
| 1994 to 2003 | Asst. professor, GRD Institute of Management                             |
| 1991         | Inspection Engineer, SGS India P Limited, Chennai                        |
| 1990-1991    | Development Engineer, Union Carbide India Limited                        |

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## Professional Membership

- Teaching Member, International Transactional Analysis Association
  - Certified Member, South Asian Association of Transactional Analysts
  - Trainer Member, Institute of Developmental Transactional Analysis, UK
  - Life Member, Institute for Counselling and Transactional Analysis, Kochi
  - Life Member, Indian Society for Applied Behavioural Science, New Delhi
  - Life Member, National HRD Network, New Delhi
  - Life Member, Divyodaya - centre for inter religious harmony, Coimbatore
  - Member, Global Facilitators Network, Dubai
  - Member, International Association for Business, Commerce and Technology Faculty
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## Journey with Transactional Analysis

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|--------------|--|
| 1994         | Started CTA training with P. K. Saru as Primary Supervisor                             |
| 1995-2003    | Coordinator & Counsellor, GRD Counselling Centre, Coimbatore                           |
| 1997         | Co-convenor, ITAA designated conference, Coimbatore, India                             |
| 1997-1999    | Secretary, TA Study Circle of Coimbatore   |
| 1999         | BTA from ICTA and CTA from T&CC/ITAA   |
| 1999-2000    | Exam Coordinator – India, Board of Certification, T&CC                                 |
| 2000         | Training Endorsement Workshop in Coimbatore, India                                     |
| 2001         | Member, Training Standards Committee (TSC)   |
| 2001-2003    | President, TA Study Circle of Coimbatore   |
| 2001-2002    | Co-chair of TSC  |
| 2002-2004    | Member, Finance Committee, ITAA  |
| 2003-2007    | Trustee, Centre for Holistic Integrated Learning and Development, Coimbatore           |
| 2004-2006    | Member, Editorial Board, Transactional Analysis Journal                                |
| 2004         | Communications Chair, ITAA designated conference, Bangalore, India                     |
| 2007-2009    | Vice President - Operations, ITAA  |
| 2007-2010    | Vice President – Training Standards and Ethics, SAATA                                  |
| 2010         | Chair, Nominations Committee   |
| 2010-2012    | Vice President – Research and Innovation, ITAA   |
| 2010-2013    | Vice President – Research and Development, SAATA                                       |
| 2010-2014    | Chair, Eric Berne Memorial Award Committee   |
| 2012-2013    | President and Chair, Training and Certification Council of Transactional Analysts Inc. |
| 2014 to date | Secretary, SAATA   |
| 2014-2015    | President Elect, ITAA  |

## Personal Details

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|----------------------|---|
| <i>Date of birth</i> | July 10, 1968   |
| <i>Languages</i>     | Tamil, English, Hindi (learning Sanskrit)                                   |
| <i>Address</i>       | C6, Carthic Apartments, Anna Nagar, Ramanathapuram, Coimbatore 641045 INDIA |
| <i>Home page</i>     | <a href="http://suriyasunshine.com/">http://suriyasunshine.com/</a>         |