The TA for OD program is a fantastic opportunity to deepen your knowledge and understanding of interpersonal relationships, group dynamics, and also intra-psychic 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

Registration open for 2017 in 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 / www.itaaworld.org for details about advanced certification options in organisational transactional analysis

12 days in a year
6 weekends in Mumbai

Year 1 Foundation Year
Year 2 Advanced Year
Year 3 Practitioner Year (optional)
Year 4 Certification Year (optional)

Fee: Rs.64400/- per year, including training, hall, and lunch

For queries and registration contact Suriya at +91 9942081078 or email at suriya.sunshine@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, Navgati

- **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 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.**

  - *Kapil Patil*
  - Consultant, Maarpiti

- **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 assure 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.

- February 4-5
- April 1-2
- June 3-4
- August 5-6
- October 7-8
- December 2-3

Fee: Rs.64400/- per year
Payment schedule: Rs.34400/- before January 1, 2017 & Rs.30000/- before May 1, 2017
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

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
**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.itaworld.org](http://www.itaworld.org)
Resources

Year 1: Foundation Year


Year 2: Advanced Year

C. SURIYAPRAKASH, PhD
BE (Mech), MBA, PGDBA, PGDHE, M.Phil, MA (App. Psy), BTA, CTA (O), TSTA(O)
suriya.sunshine@gmail.com | +91 9942081078 | www.jsb.ac.in | www.relations.co.in | www.asha-net.com

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 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, consultans 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† 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!

† http://itaaworld.org/index.php/about-the-itaa/itaaawards
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
1998  P.G.D.B.A., Madurai Kamaraj University, Madurai
1994  M.B.A., BSMED, Bharathiar University, Coimbatore
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

Work History

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
1998 to 2003  Asst. professor, GRD Institute of Management
1991  Inspection Engineer, SGS India P Limited, Chennai
1990-1991  Development Engineer, Union Carbide India Limited

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
Journey with Transactional Analysis

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

Date of birth  July 10, 1968
Languages  Tamil, English, Hindi (learning Sanskrit)
Address  C6, Carthic Apartments, Anna Nagar, Ramanathapuram, Coimbatore 641045 INDIA
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