

Organisational

Transactional Analysis provides a systematic approach to understanding the links between human needs and behaviours, and the ways that organisations are effective or ineffective in solving their problems and serving their customers.

Organisational consulting based on TA uses a contractual approach. Consultants maintain its theoretical accessibility, so that its concepts and ideas are readily understood and can be applied by people at all levels of an organisation.

TA consultants are trained to have insight into group dynamics and leadership styles and in many concepts which relate specifically to organisational life. Time management, cycles of development for handling change, and analysis of organisational 'scripts' can add clarity and direction to organisational development. By observing ingrained behaviour patterns and exposing the accompanying limiting beliefs, the consultant can offer guidance to executives and help create healthy organisational cultures, in which individuals can function effectively and enthusiastically.

Emphasis is placed on avoiding non-productive competition and conflict, and developing more effective problem solving strategies. In settings diverse as airlines, manufacturing, government agencies, family businesses and banks, TA has shown its value as a solidly-grounded approach to interpersonal skills.