



DIPLOMA IN UNDERSTANDING ORGANISATIONS

A Relationship Centred Approach Using TA

2025



Contents

Introduction	3
Course Dates	5
Trainers	6
Venue	6
Course Content & Assessment	7
Entry Requirements	8
Course Fees	9
Application	10
Recognition	10
Contact Us	11
Physis Scotland	11

Introduction

Beginning in **January 2025**, the Physis Scotland Diploma in UnderSTanding Organisations: A Relationship Centred Approach using TA is a comprehensive study of organisations and their dynamics, designed to enable you to enhance effectiveness and impact in your current organisational role and/or future career.

This Diploma has been designed by highly experienced and internationally acclaimed Organisational TA practitioners with your needs in mind. It is delivered online over 10 modules each year, enabling you to join us from the comfort of your home and from wherever you are located around the globe. Sessions are held on a Thursday evening, Friday daytime and Saturday morning, offering maximum flexibility to enable you to successfully complete your chosen path.

The Diploma in UnderSTanding Organisations draws on TA theories and concepts, supported by a range of other recognised organisational theories to facilitate learning and growth. Rich conversation and group activities are designed to engage you in applying theory to practice, relating course content directly to the groups or organisations you know and work with.

The Diploma in UnderSTanding Organisations is a two-year programme, which is designed in two parts:

- one year of TA study, delivered over 10 online sessions, focused on **the organisation and the system**.
- one year of TA study, delivered over 10 online sessions, focused on **the individual and the group**.

Either training year can be undertaken as a standalone course leading to a Certificate in Organisational TA. Completing both years will lead to a Physis Scotland Diploma in UnderSTanding Organisations, providing other course criteria are met.

This programme is designed to be relevant to a broad spectrum of people working in organisations. It is especially suited to those who:

- Are feeling challenged by people issues or working through others in their managerial or leadership role.
- Are looking to equip themselves for a new career move, or a shift of career.
- Are in a professional role – such as Project Manager, Coach, OD, HR or Business Consultant – and seeking to enhance their skill set and understanding of organisations, their structure and dynamics.
- Are seeking to become more effective as a leader and in thinking strategically.
- Are in any role as group leaders and seeking to enhance an understanding of group dynamics.
- Are therapists eager to find other ways to support clients with workplace issues in therapy.
- Are simply familiar with TA or psychotherapy and curious about what TA has to offer the organisational domain.

This Diploma programme will set you up on a professional journey to either enhance your effectiveness and impact in your current role or help you transition into a new role.

Course Dates

The Physis Scotland Diploma in UnderSTAnding Organisations course will be delivered over 10 3-day blocks of interactive and experiential training, spread over a 9-month period.

2025	
January	16 th and 18 th /19 th
February	13 th and 15 th /16 th
March	6 th and 8 th /9 th
April	3 rd and 5 th /6 th
May	8 th and 10 th /11 th
May/June	29 th and 31 st /1 st
June	26 th and 28 th /29 th
July	17 th and 19 th /20 th
August	14 th and 16 th /17 th
September	11 th and 13 th /14 th

Course Times

- Thursday evening timings: 6.00pm – 8.00 pm (BST)
- Saturday daytime timings: 9.00am – 5.00 pm (BST)
- Sunday morning timings: 9.00am – 1.00 pm (BST)

Trainers



Vanessa Williams PTSTA (O)
Diploma in UnderSTAnding Organisations Tutor

Vanessa is a qualified TA practitioner (CTA), teacher and supervisor (PTSTA) in Organisational TA. She has a passion for enabling others develop and achieve their full potential. She teaches Organisational TA and supports students along their journey towards the professional exams. Vanessa also holds an MBA and is a fellow member of the CIPD.

Alongside teaching Organisational TA, Vanessa is an organisation development consultant and executive coach. She specialises in leadership and practitioner development (HRBP, OD, Consultancy, Facilitation and Coaching) as well as soft skills training. She is also an associate trainer with Henley Business School and Roffey Park Management School.



Marguerite Sacco, PTSTA (O)
Diploma in UnderSTAnding Organisations Tutor

Marguerite is a qualified TA practitioner (CTA), teacher and supervisor (PTSTA) in Organisational TA with over 20 years' experience in organisational development. Marguerite has collaborated across various sectors, including government institutions, the South African Air Force, universities, schools, finance, manufacturing, and the service industry. She has a passion for leading group sessions, fostering meaningful exchanges and facilitating learning.

Marguerite is the Vice President of the South African Transactional Analysis Association and the President-Elect of the International Transactional Analysis Association. She is a board member of a NPO working among victims of poverty and violent crime in the townships of South Africa.

Venue

This course is delivered online, using Zoom.

Course Content & Assessment

The Organisation and the System

This comprises one year of TA study, delivered over 10 online sessions. Course content will include:

- UnderSTAnding organisations through the lens of Transactional Analysis.
- Leadership and power.
- Communication in organisations.
- The organisational intervenor.
- UnderSTAnding organisational culture.
- Bringing about change.
- Organisation development.

Assessment will include:

- One 3,000-word case study.
- One 5-minute client recording, 'front sheet' and written transcript, shared with the group.
- Presentation of learning application at the final weekend.
- 1-2-1 tutorial during the year with a course tutor.

The Individual and the Group

This comprises one year of TA study, delivered over 10 online sessions. Course content will include:

- Enhancing communication and business conversations.
- Relationship based psychological safety.
- Coaching and Appreciative Inquiry.
- Groups, teams and high-performance Teams.
- Facilitating Adult learning and change.
- UnderSTAnding culture.
- Ethics.
- UnderSTAnding group process and group dynamics.

Assessment will include:

- One 2,500-word essay.
- One 5-minute client recording, 'front sheet' and written transcript, shared with the group.
- Presentation of learning application at the final weekend.
- 1-2-1 tutorial during the year with a course tutor.

Entry Requirements

Physis Scotland strive to be as inclusive, fair and flexible as possible in all respects. In terms of admissions, this means that whilst this course is taught and assessed at post-graduate academic Level (e.g. Level 11 in the Scottish Framework and Level 7 in the English/Welsh Framework), *you do not need to be a graduate to apply.*

In order to take part in this approach to learning at this level, you will ideally need an organisational context to frame your learning, which can be a group, business or an organisation that is familiar to you, and a certain level of understanding of the core principles and theory of TA. Ordinarily this will be obtained through the following route:

- Completion of a TA 101 course
- Successful completion of the Foundation Year in Transactional Analysis from any registered training institute around the globe.

For those who have not followed this route and have some but limited knowledge of TA, we are delighted to offer an alternative route for you as follows:

- Completion of a TA101 course within the past 3 years,
- Some previous exposure to Transactional Analysis,
- Experience of learning in a group or other advanced professional training,
- Undertaken the recommended reading (*TA Today: A New Introduction to Transactional Analysis* by Ian Stewart and Vann Joines and *Transactional Analysis for Trainers* by Julie Hay),

- Prepared written responses to 12 questions to demonstrate knowledge, understanding of core TA theory and reflected on their written answers with a programme facilitator.

Course Fees

The basic annual course fee for Physis Scotland Diploma in UnderSTanding Organisations is 2024/2025 is £2880 (inc. VAT). Physis Scotland is committed to making training accessible and inclusive, therefore a termly payment plan or alternatively, a 10 monthly payment plan is available. Please do talk to us if this is of interest to you.

Physis Scotland TA Training Course Fees 2024-2025				
Course	Deposit	Lump Sum	3 Instalments payment option	10 Instalments payment option
TA101 (2 days)	N/A	£240	N/A	N/A
TOTAL	N/A	£240	N/A	N/A
Each year for Diploma in UnderSTanding Organisations (on annual basis)	Application fee £95 (non-refundable)	Deposit on acceptance of place £288 (non-refundable) plus £2592.00	Deposit on acceptance of place £288 (non-refundable) plus £875 - 10/01/2025 £875 - 01/04/2025 £875 - 01/07/2025	Deposit on acceptance of place £288 (non-refundable) plus 10 x £270 – Payment by standing order on 10 th of month from January-October
TOTAL		£2880.00	£2913.00	£2988.00

For sponsoring organisations, the full fee for each year of the Diploma in UnderSTanding Organisations of £3240.00 is payable by **10th January 2025**.

These fees are applicable to the 2024-25 training year only and may be subject to increase in future years.

The fee covers a total of 20 training days, taking place over 10 modules and includes: assignment marking, tutorials and support in your training including pastoral and academic assistance.

Application

The Diploma in UnderSTAnding Organisations: A Relationship Centred Approach Using TA information booklet and application form are available to download from the link below.

Once we receive your application form, we will invite you to attend an informal interview, which will take place online. The interview is an assessment of the suitability of your personal and professional qualities, relevant experience and developmental goals, as well as covering information about the course. It will also allow us to get to know each other and for you to ask any questions about the course.

If you are successful at interview, we will contact you personally to advise you of your place on the course, subject to satisfactory references.

Places are limited and we recommend applying as soon as possible to avoid disappointment. The application deadline is **3rd January 2025**.

Recognition

Upon successful completion of the two-year course, you will be awarded the Physis Scotland Diploma in UnderSTAnding Organisations: A Relationship Centred Approach Using TA.

Completing one year of this programme will also make participants eligible to exit with a Physis Scotland Certificate in Understanding Organisations: A Relationship Centred Approach Using TA.

Contact Us

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Physis Scotland

