

# Course : Transactional analysis for managers, fundamentals

Develop simple, effective and authentic managerial relationships

*Practical course - 2d - 14h00 - Ref. ALG*

**Price : 1360 € E.T.**



Transactional analysis (TA) is a key tool for improving management. This training course will give you an in-depth understanding of your employees' behaviors. You'll be able to apply the TA model to better understand yourself, communicate with your teams and avoid conflict.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Discover the tools of TA to better understand your inner workings
- ✓ Using TA to communicate more effectively with employees
- ✓ Anticipate and avoid tensions leading to conflict

## Intended audience

Managers, project leaders and anyone in charge of a team

## Prerequisites

No

## Practical details

### Hands-on work

Theoretical input, discussion, practical exercises, role-playing...

## Course schedule

### PARTICIPANTS

Managers, project leaders and anyone in charge of a team

### PREREQUISITES

No

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## 1 Know yourself better to manage better

- Discovering personality dominants: the [[ego states]] model
- Learn to develop the manager's "positive ego states".
- Detect the constraining messages that govern us to better overcome them
- Knowing how to read emotions and manage the circuit of parasitic feelings

### Hands-on work

Self-diagnosis in the form of an egogram, test of constraining messages, brainstorming and collective debate on the manager's positive "ego states".

## 2 Building positive relationships to motivate your team

- Using transactions to improve communication with employees
- Vary "life positions" and practice "power for" instead of "power over".
- Adopt the 3 P's: Permission, Protection and Power, to encourage initiative
- Comprendre l'impact des signes de reconnaissance managériaux sur la structuration du temps relationnel

### Hands-on work

Jeux de rôle sur l'analyse des transactions au cours des rituels managériaux clés, et sous l'angle des 3 P. Autodiagnostic des "positions de vie".

## 3 Defusing tensions that lead to conflict

- Identify early warning signs of conflict through [[ego states]] "contaminated"
- Understanding the causes of psychological games to better thwart them
- Avoiding or learning to get out of the [[dramatic triangle]] "trap"
- Juggling all the AT methods for getting out of psychological games

### Hands-on work

Cas pratique autour de diverses situations managériales pour mieux comprendre le triangle dramatique et surtout apprendre à en sortir. Partage d'expériences sur ces cas.

## 4 Giving yourself the means to succeed

- Adopting the only responsible managerial attitude: embracing change
- Identify the criteria for managerial autonomy
- Establish a relational "contract": set realistic goals that are acceptable to yourself and others
- Know how to enter into a relationship thanks to the "3C" and the "triangular contract".

### Hands-on work

Établissement d'un contrat relationnel afin d'induire un changement autonome chez son collaborateur

#### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

#### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

## Dates and locations

### REMOTE CLASS

2026 : 13 Apr., 25 June, 1 Oct., 7 Dec.

### PARIS LA DÉFENSE

2026 : 18 June, 24 Sep., 14 Dec.