

# Course : Transactional analysis for managers, advanced

**Collective intelligence and co-development for managerial excellence**

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

**Price : 1360 € E.T.**

NEW

Transactional analysis (TA) is a powerful tool for understanding relationship dynamics and optimizing leadership. This advanced training course is designed for managers wishing to refine their posture and develop more fluid, impactful communication. By delving deeper into the key concepts of TA, you will learn how to strengthen cooperation within your teams, encourage your employees' autonomy and manage complex situations with precision.

## Teaching objectives

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

- ✓ Découvrir et utiliser la Théorie Organisationnelle de Berne pour comprendre et optimiser les dynamiques collectives
- ✓ Develop a managerial approach that fosters cooperation and collective intelligence
- ✓ Apply collaborative tools to reinforce team autonomy and maturity

## Intended audience

Managers, project managers and team leaders

## Prerequisites

Basic knowledge of transactional analysis

## Practical details

**Hands-on work**

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

## Course schedule

### PARTICIPANTS

Managers, project managers and team leaders

### PREREQUISITES

Basic knowledge of transactional analysis

### 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.

## 1 Diagnosing team dynamics with Berne's Organizational Theory

- Understanding T.O.B. and its principles as applied to the collective (contracts, leadership, boundaries)
- Analyze invisible structures and subsystems within a team
- Learn to map structural and relational positions in the team

### Hands-on work

Self-diagnosis of your team with the T.O.B. and creation of your team's "imago".

## 2 Activate collective intelligence and regulate relationships

- Targeting different transactions and "ego states" in team dynamics
- Identify relational tensions and prevent psychological games within a team
- Apprendre à observer les transactions et les signaux relationnels forts grâce à la technique des modalités de communication

### Role-playing

Simulation of difficult managerial exchanges

## 3 Supporting team co-development and self-regulation

- Understanding the levers of self-organization and co-responsibility
- Clarify the 6 stages of co-development and their link with T.O.B.
- Guiding and leading your team using the transactional intelligence process

### Hands-on work

Mise en œuvre d'une séance de codéveloppement managérial sur des cas réels en utilisant les concepts majeurs de l'AT

## 4 Strengthening collective performance and supporting the various phases of change

- Savoir utiliser la dynamique des cycles d'équipe (T.O.B.) et la gestion des phases de transition
- Increase the power and autonomy of your team through creativity
- Encouraging collective decision-making

### Hands-on work

Expérimentation d'un processus décisionnel en intelligence collective (les chapeaux de Bono revisités avec la T.O.B.)

### 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.

### 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](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## Dates and locations

### REMOTE CLASS

2026 : 30 Mar., 18 June, 24 Sep., 14 Dec.

### PARIS LA DÉFENSE

2026 : 23 Mar., 11 June, 17 Sep., 7 Dec.