

INTACT ACADEMY · COACHING WITH TA

EMCC SENIOR COACH ACCREDITED · TAO1

Coaching with TA

*The foundation programme of the EMCC senior coach pathway
— the coach as instrument of change*

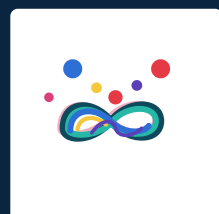
ACCREDITED BY

EMCC · ICF · EATA-ITAA

Drs. Sari van Poelje

Director, Intact Academy

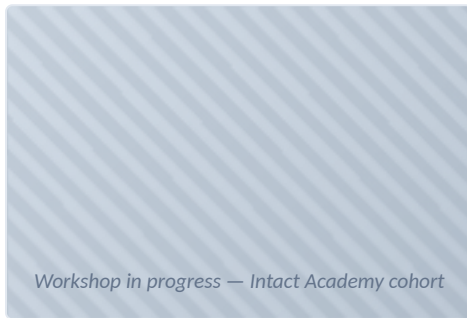
EMCC Master Practitioner · Teaching & Supervising TA



WHY CHOOSE INTACT ACADEMY

Built for serious practitioners, for forty years

A forty-year tradition of training coaches, consultants, leaders and HR professionals across ten countries.



Intact Academy offers EMCC and ICF accredited programmes in ten countries, focussed on executive and team coaching using Transactional Analysis and many other frameworks. Over the past forty years, our programmes for coaches, consultants, leaders and HR professionals have produced remarkable personal and professional development.

We don't just train. We set you up for success through coaching, supervision, hands-on practice and accreditation support.

IS THIS PROGRAMME FOR YOU?

1

Have you completed TA101 and want to ground your coaching in Transactional Analysis?

2

Are you beginning the journey toward EMCC EIA Senior Practitioner accreditation?

3

Do you want to work on yourself as the instrument of change?

4

Are you ready for personal development inside a team of peers?

If yes, it is time to step into TAO1. It is the foundation of the Intact Academy pathway — followed by TAO2 (executive coaching) and TAO3 (team coaching), together leading to EMCC EIA accreditation and contributing hours toward Certified Transactional Analyst (CTA-O) status in the organisational field.

PARTICIPANT SELECTION

Who joins this programme

The programme is for managers, coaches, consultants and trainers who are interested in deepening their knowledge and skills of change in an organisational context.

Over the past forty years we have found that Intact Academy participants are typically people who have done professional supervision, consultancy or leadership training before, are looking for a more structured in-depth practice, have at least eight years of work experience, and are usually between 35 and 55 years old. In other words, Intact Academy typically trains the more experienced change professionals.

2+

years of practice as coach or change agent

100

hours of coaching practice, minimum to enter

8+

years total work experience, typical participant

Minimal self-selection requirements

Foundation	Completion of TA101 (the standardised international introduction to Transactional Analysis).
Work experience	At least two years as a manager, trainer, coach or consultant — typically eight years plus across your career.
Practice	Around 100 hours of coaching or change-agent practice when you sign up.
Attendance	Active attendance at all workshops and supervision groups.
Proactivity	Prepared to be proactive in realising personal and professional development.
Co-responsibility	Assuming co-responsibility for the group process and colleagues' development.
Preparation	Preparation reading, homework and presentations, papers or projects.

INTAKE AND REGISTRATION

On registration, participants complete a standard online intake form — contact and bank details, work experience, educational background, supervision experience, motivation to join, and learning goals. New participants are then invited to an intake conversation to determine fit and level. If both parties agree, an invoice is sent to confirm participation. By registering, participants agree to abide by the participant contract and the ethical code.

WHAT IS IN IT FOR YOU

Measurable change in theory, skills and self-reflection

What TAO1 builds, in your work and in yourself.

OUR PROMISE TO YOU

By the end of TAO1, students bring real client work, a personal statement on their TA identity, five reflective journals, and a working theoretical frame for coaching with Transactional Analysis at the individual level.

IMMEDIATE IMPACT

What you take away

- Clear understanding of core TA concepts — ego states, transactions, games, script
- Practical tools for contracting and intervening at the individual level
- Deepened understanding of self as the instrument of change

LASTING TRANSFORMATION

What you grow into

- An embedded TA frame that holds across coaching, leadership and consultancy
- The capacity to coach with theory you can defend in supervision
- A foundation in place for TAO2, TAO3 and CTA-O work to come

THE PROMISE

Measurable improvement in integrated theory, skills, and self-reflection.

HOW WE MAKE IT HAPPEN

Four pillars of an immersive learning experience

Every Intact Academy programme rests on one shared contract and four pillars of practice. TAO1 is the foundation programme — entry to a pathway that continues through TAO2 (executive coaching) and TAO3 (team coaching).

01

Workshops

Six two-day workshops covering the science and art of coaching with TA.

02

Supervision

Five two-hour group supervision sessions between workshops, supporting your work with real clients.

03

Practice

You coach real clients during the programme. Five reflective journals and a TA-concept presentation grow with the practice.

04

Reflection

A core competence. Journals, a five-minute TA-concept presentation, and a personal TA identity statement.

BOUND BY ONE SHARED CONTRACT

Administrative · Group · Learning. The contract carries through every workshop, every supervision session, every piece of client work.

Aligned with the EATA / ITAA Transactional Analysis competence framework and the EMCC Global Coaching and Mentoring Competence Framework.

PLANNING AND COSTS

Cohorts begin in February and September. Current dates and costs at www.intactacademy.com/planning. Delivered in English or Dutch with translation available. As a state-recognised institute, Intact Academy offers programmes VAT-free.

YOUR LEARNING JOURNEY

From contract to accreditation, in three stages

Three stages mark the complete development journey — from initial contracting, through professional transformation, to accreditation.

01 The Contract

An intake conversation confirms eligibility (TA101 completed, or equivalent), followed by three layers of contracting: administrative, group, and learning. Expectations, boundaries and the ethical frame are set before any coaching work begins.

02 The Programme

Six two-day workshops plus reading, reflection and writing assignments. Real client work runs alongside, supported by group supervision. The five reflective journals and a personal statement on your TA identity anchor integration.

03 Ongoing Support

TAO2 (executive coaching) is the next step on the pathway, followed by TAO3 (team coaching) and EMCC EIA Senior Practitioner accreditation. Continuing supervision groups (booked separately) bridge each stage.

THE WIDER INTACT ACADEMY PATHWAY

TA101

Introduction to Transactional Analysis. The international entry point, standardised worldwide.

TAO1

Foundations of coaching with TA. The coach as instrument of change.

TAO2

Executive coaching. Working with individual clients and sponsors.

TAO3

Transformational team coaching. Systemic work with teams.

TAO4 / TAO5

Optional senior specialisations: leadership and change (TAO4) or systemic supervision (TAO5).

Six workshops to ground your coaching in Transactional Analysis

TAO1 is the foundation programme of the EMCC senior coach pathway. Participants build self-awareness as the instrument of change and deepen core TA concepts at the individual level.

STEP 1 TA101 Introduction to TA	YOU ARE HERE TAO1 Coaching with TA	STEP 3 TAO2 Executive coaching	STEP 4 TAO3 Team coaching	OUTCOME EIA Senior Practitioner
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PREREQUISITES

Completion of TA101 (or equivalent) · Coaching, consulting, leadership or HR role · Readiness for personal and professional development.

WS 1 Contracting The three-cornered contract, contracting hierarchy, and psychological distance. The ethical scaffold for everything that follows.	WS 2 Ego states Structural and functional ego state models — Parent, Adult, Child. Diagnosing and working with ego states in self and client.	WS 3 Transactions Complementary, crossed and ulterior transactions. Strokes, time structuring and communication patterns in the workplace.
WS 4 Games Psychological games, rackets, discounts and the drama triangle. Recognising and interrupting game-playing in self and client.	WS 5 Life script Life position, script matrix, drivers, and injunctions. Redecision and script change at the individual level.	WS 6 Development cycles Pamela Levin's cycles of development applied to coaching. Reviewing your own development through the programme and plotting next steps toward TAO2.

THE PROGRAMME ALSO INCLUDES Group supervision · Five reflective journals · TA concept presentation · Personal TA identity statement · Practical exercises

ABOUT YOUR FACILITATOR

Drs. Sari van Poelje

Director, Intact Academy

Sari is an international team coach and expert on agility and innovation. She co-founded radical team coaching and has forty years of coaching and consultancy experience, including 23 years as a director at Shell, KLM, EMI Music and ASML. She is a licensed Teaching and Supervising Transactional Analyst, PCM trainer, EMCC Master Practitioner coach, master team coach and supervisor.

She has published numerous articles and books on leadership, coaching and organisational change — including *Perspectives on Leadership* (van Poelje et al.) and *New Theory and Practice of Transactional Analysis in Organizations: On the Edge* (van Poelje & de Graaf, Routledge).



Headshot — Sari van Poelje

Perspectives on
Leadership

New Theory &
Practice of TA

RECENT PUBLICATIONS

Let's start your personal and professional *development journey.*

FOR INQUIRIES

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BOOK A CALL

calendly.com/sjp-intactacademy

30-minute orientation call.

No commitment.

