

INTACT ACADEMY · SYSTEMIC SUPERVISION

EMCC SENIOR SUPERVISOR ACCREDITED · TAO5

Systemic Supervision

An ESQA-certified senior supervisor programme — the specialisation step beyond EIA

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

Are you an experienced coach with 250+ client hours, ready to support other practitioners?

2

Do you hold EIA Senior Practitioner or ICF PCC accreditation (or equivalent)?

3

Do you want a systemic, ethically grounded supervision practice?

4

Are you working toward EMCC ESIA Senior Supervisor accreditation?

If yes, it is time to step into TAO5. The programme is ESQA-certified and leads to EMCC Senior Practitioner Supervisor (ESIA) accreditation. It also contributes 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.

250+

hours of coaching practice,
minimum to enter

5+

years as a coach, consultant or
educator

EMCC

Practitioner or ICF PCC,
minimum coach accreditation

Minimal self-selection requirements

Coaching practice	At least five years' practice as a coach, consultant or educator — with around 250 hours of client work.
Coach accreditation	Minimum EMCC Practitioner level or ICF PCC.
Role	Currently involved in the personal and professional development of other people.
Attendance	Active attendance at all workshops and supervision-of-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 TAO5 builds in your supervision practice.

OUR PROMISE TO YOU

By the end of the programme, students bring real supervision practice, real systemic dilemmas, an audio-reviewed case study, and a working theoretical frame they can defend in supervision-of-supervision and in their ESIA accreditation portfolio.

IMMEDIATE IMPACT

What you take away

- Clear understanding of supervision theory and methodology
- Practical tools for systemic contracting, problem definition and intervention
- Deepened understanding of self in your role as supervisor

LASTING TRANSFORMATION

What you grow into

- Embedded supervision practice aligned to EMCC Senior Supervisor competencies
- Confidence supervising one-to-one and in groups, across coaching and consultancy
- An evidence portfolio that supports your ESIA senior supervisor accreditation

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. TAO5 is the senior specialisation step after the EIA pathway — ESQA-certified, leading to EMCC ESIA Senior Supervisor accreditation.

01

Workshops

Seven workshop days covering the science and art of supervision.

02

Supervision

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

03

Practice

You supervise real clients during the programme. ESIA accreditation requires 120 hours of supervision practice; the programme builds the foundation, the runway is yours.

04

Reflection

A core competence. Journals, self-tests at start and end, recorded session review, case study with oral presentation.

BOUND BY ONE SHARED CONTRACT

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

__FOOTNOTE__

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 (EIA Senior Practitioner or ICF PCC, plus 250 client hours), followed by three layers of contracting: administrative, group, and learning. Expectations, boundaries and the ethical frame are set before any supervision work begins.

02 The Programme

Seven workshop days plus reading, reflection and writing assignments. Real supervision practice runs alongside, supported by group supervision-of-supervision, a recorded session review, and a written case study with oral presentation.

03 Ongoing Support

Continuing supervision groups (booked separately) carry you through to EMCC ESIA Senior Supervisor accreditation. The programme opens the door; the supervision-of-supervision practice walks you through it.

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).

Seven days to take your supervision practice to senior level

TAO5 is the senior specialisation step after the EIA pathway. Participants who already coach at senior level develop a systemic, ethically grounded supervision practice, with the methodological tools to support other professionals in the helping professions.

PREREQUISITE EIA Senior Practitioner or ICF PCC · 250+ hours	YOU ARE HERE TAO5 Systemic supervision	OUTCOME ESIA Senior Supervisor
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PREREQUISITES

EIA Senior Practitioner or ICF PCC accreditation (or equivalent) · Minimum 250 hours of coaching practice with 20+ clients · Working knowledge of Transactional Analysis in organisations.

DAY 1 Systemic supervision Frames in the field — seven-eyed, developmental, systemic — and how to choose between them.	DAY 2 Contact and contracting The three-cornered contract in supervision, psychological distance, and boundary-setting with supervisees and their organisations.	DAY 3 Problem definition Moving from the supervisee's presenting issue to the real demand. Working with parallel process, transference and counter-transference.	DAY 4 Interventions The seven-eyed model in action. Formative, normative and restorative interventions across cognitive, behavioural and somatic levels.
DAY 5 Group supervision Group dynamics in supervision. Designing the group contract and working with parallel processes at group level.	DAY 6 Ethics and evaluation Outcome evaluation with supervisees and sponsors. EMCC, ICF and EATA codes. Ethical decision-making frameworks.	DAY 7 Accreditation and review Building your evidence portfolio for EMCC ESIA Senior Supervisor. Structured peer feedback. Plotting your continuing development.	

THE PROGRAMME ALSO INCLUDES · Supervision-of-supervision · Self-test (entry & exit) · Recorded session review · Case study · Reflection journals

ABOUT YOUR FACILITATORS

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).



Perspectives on
Leadership

New Theory &
Practice of TA

RECENT PUBLICATIONS

Beatrijs Dijkman

Trainer & Educator · LVSC Leersupervisor · TSTA (Education)

Beatrijs is a trainer and educator in higher education, working in Health Care, Social Work and Pedagogics. She is enthusiastic about working with creativity and expressive exercises, and brings both into her Transactional Analysis training and into supervising students and social workers.

She is an LVSC leer-supervisor and a licensed Teaching and Supervising Transactional Analyst (TSTA) in the educational field.



HEADSHOT — BEATRIJS DIJKMAN

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.

