

INTACT ACADEMY · LEADERSHIP & CHANGE

ICF CEU ACCREDITED · TAO4

Leadership and Change Academy

A Transactional Analysis programme for leaders, coaches and consultants who develop high-performing organisations.

ACCREDITED BY

ICF · EMCC · 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 leaders, coaches and consultants in organisational change across ten countries.



Masterclass in progress – Intact Academy cohort

Intact Academy offers EMCC and ICF accredited programmes in ten countries, focussed on leadership, executive and team coaching using Transactional Analysis and many other frameworks. Over the past forty years, our programmes for leaders, coaches, consultants 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 a leader or change agent ready to deepen your organisational development practice?

2

Do you want a proven TA toolset and action plan for building a high-performing business?

3

Are you ready for critical self-reflection inside a team of peers?

4

Do you want to lead sustainable change as a world-class leader and change master?

READY TO STEP IN?

If yes, it is time to step into TAO4. It sits within the EMCC Senior Practitioner pathway and is ICF CEU accredited, deepening your leadership and change practice from a Transactional Analysis perspective.

PARTICIPANT SELECTION

Who joins this programme

The programme is for organisational leaders, coaches and consultants who want to deepen their leadership and change-management skills.

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

5+

years in a leadership or change position, typical participant

35–55

typical age range of Intact Academy participants

40

years of pattern-matching experience selecting cohorts

Minimal self-selection requirements

Experience	At least five years' experience in a leadership or change position.
Self-reflection	A genuine commitment to critical self-reflection on your role and impact.
Contribution	Willingness to contribute to the learning and development of others in the group.
Professional practice	Commitment to developing your own professional practice as a leader, member and consultant.
Preparation	Recommended reading, homework, a learning log and a case study with theoretical underpinnings.

INTAKE AND REGISTRATION

Register through the website, after which you confirm your experience and learning goals. By registering for Intact Academy programmes you commit to adhering to the ITAA and ICF ethical codes and to the Intact Academy registration conditions.

WHAT IS IN IT FOR YOU

A clear path to leadership and change mastery

What TAO4 builds in your leadership and organisational-change practice.

OUR PROMISE TO YOU

By the end of the programme you bring a clear theory and methodology of leadership and change, a proven toolset for organisational development, and a deep personal understanding of yourself in the role of leader, member and consultant.

IMMEDIATE IMPACT

What you take away

- A clear understanding of the theory and methodology of leadership and change from a TA perspective
- Practical tools for diagnosing organisational structure, dynamics and development
- An action plan to strengthen your leadership and followership

LASTING TRANSFORMATION

What you grow into

- Skill to develop your leadership and lead sustainable organisational change
- The ability to contract ethically and explore the wider impact of your interventions
- An evidence base that supports your EMCC senior practitioner journey

At this level we expect participants to

Manage process	Manage their own process in a way that supports the organisational process.
Contract clearly	Establish clear and ethical contracts even in ambiguous settings.

Stay flexible	Remain flexible in their relationship with the organisation to meet developmental needs.
Use feedback	Use feedback and challenge effectively to enable insight and learning, and explore the wider impact of interventions.

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. TAO4 develops you as a world-class leader and change master, with hours that contribute toward EMCC senior practitioner accreditation.

01 Masterclasses Six masterclasses covering the theory and methodology of leadership and organisational change from a TA perspective.	02 Change Labs Six change labs where you receive supervision on your live leadership and change practice and apply the tools.	03 Accountability Group A team of 3–4 peers meeting between workshops to practise tools, bounce ideas and confidentially discuss issues.	04 Reflection & Study An extensive reading list, an individual learning log and a case study grounded in research and theory.
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BOUND BY ONE SHARED CONTRACT

At critical moments, group supervision sessions (booked separately) help you look at your own process as a coach team, examine the client team and parallel processes, understand complex system dynamics, and review how you apply the learning.

PLANNING AND COSTS

Delivered online via Zoom or on location, in English with translation available. Costs are aligned with the NUMBEO index per country. As a state-recognised CRBKO institute, Intact Academy offers programmes VAT-free. For current dates see www.intactacademy.com.

YOUR LEARNING JOURNEY

From masterclass to mastery, in three stages

Three stages mark the complete development journey – from contracting, through immersive practice, to accreditation.

01 The Contract

Registration and an intake confirm your experience and goals. Three layers of contracting — administrative, group and learning — set expectations, boundaries and the ethical frame before any work begins.

02 The Programme

Six masterclasses followed by six change labs, with reading, reflection and a case study. Real leadership and change assignments run alongside, supported by your accountability group and group supervision.

03 Ongoing Support

Continuing supervision groups (booked separately) carry you through toward EMCC Senior Practitioner accreditation. The programme opens the door; the 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 Leadership and change. Senior specialisation in organisational development.	TAO5 Optional senior specialisation in systemic supervision.
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WHAT WE COVER PER MODULE

Six masterclasses to master leadership and change

A programme for senior leaders, coaches and consultants who act as change agents in organisations, grounded in Transactional Analysis organisational theory.

STEP 1 TA101 Introduction to TA	STEP 2 TAO1 Coaching with TA	STEP 3 TAO2 Executive coaching	YOU ARE HERE TAO4 Leadership & change	OUTCOME EMCC Senior Practitioner
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PREREQUISITES

At least five years in a leadership or change position · Completion of TA101 (or equivalent) · A commitment to critical self-reflection and to developing your professional practice.

WS 1

Structure & dynamics of organisations

An overview of TA organisational theory: team structure (boundaries, roles, hierarchy), relational structure, and the psychodynamic structure of unconscious expectations.

WS 2

Working with organisational dynamics

Three dysfunctional dynamics — pressure, agitation and intrigue — balanced against cohesion, the group's will to survive. Working with games and cooperation in groups.

WS 3

Leadership & followership

Leadership at three levels — hierarchical (power), relational (authority) and psychodynamic (transference). Followership as the skill of adapting, relating and staying autonomous.

WS 4

Cooperation through commitment

Interventions that rebuild cooperation. When structure, relationships and imago are disrupted by crisis, we free bound energy and re-establish contact and belonging.

WS 5

Organisational development

Five simulated stages of organisational development, each with its own leadership style, structure and characteristic problems, and the interventions that move them forward.

WS 6

Changing the organisation

A methodology that addresses weak innovation, ineffective leadership, performance and cross-functional cooperation, supporting sustainable behavioural change.

THE PROGRAMME ALSO INCLUDES Six change labs · Group supervision · Accountability group · Reading list · Learning log · Case study

ABOUT YOUR FACILITATOR

Drs. Sari van Poelje

Director, Intact Academy

Sari is an international team coach and expert on agility and innovation. She has been the director of Intact Academy since 1992 and has forty years of coaching and consultancy experience, including 23 years as a director in multinationals such as Shell, KLM, EMI Music and ASML.

She is a licensed Teaching and Supervising Transactional Analyst, PCM trainer, NOBCO-EMCC accredited master coach, and master systemic team coach. 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).



Drs. Sari van Poelje

TSTA Organizational

EMCC Master Practitioner

PCM Trainer

Master Team Coach

Let's start your leadership and change *development journey.*

FOR INQUIRIES

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REGISTER / BOOK A CALL

intactacademy.com/planning

A short orientation call.

No commitment.