

INTACT ACADEMY · PARTICIPANT GUIDE

ACCREDITATION PATHWAYS · PARTICIPANT
GUIDE

Your Learning Passport

*Accreditation pathways and programme requirements – for the TA
coach and consultancy journey.*

ACCREDITED BY

ICF · EMCC · EATA · ITAA

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Director, Intact Academy

Teaching & Supervising TA · EMCC Master Practitioner · ESIA Supervisor



01 • YOUR STARTING POINT

Where do you want to be in five years' time?

Some people want the knowledge and skills to enhance their practice; others use the programmes to pursue accreditation. It is worth reviewing your learning goals in the context of your purpose.

Accreditation as a transactional analyst, coach, team coach or supervisor is a choice that asks for perseverance, dedication and conscious contracting in your life — and it brings beautiful rewards in the integration of your professional identity and recognition by peers and clients.

THREE ORIENTING QUESTIONS

What competencies have you already built that help you realise your purpose? What resources — time, money, support, people — will you put in place? And where do you want to be in five years' time?

02 • DIFFERENT ROUTES TRAVELLED

Choose the route that fits your purpose

The accreditation process is an evaluative step in your professional development — it assesses how you integrate tools, theory and ethics, and apply them in your own work.

01

CTA — EATA / ITAA

Certified Transactional Analyst
— recognition by the European
or International TA Association.

02

Senior Coach — EIA

EMCC Senior Practitioner
accreditation for individual
coaching.

03

Senior Team Coach — ITCA

EMCC Senior Practitioner
accreditation for team
coaching.

04

Senior Supervisor — ESIA

EMCC Senior Practitioner
accreditation for coaching
supervision.

ONE IMPORTANT DISTINCTION

Intact Academy programme accreditation and TA or EMCC accreditation are not the same — the programme is the foundation, the accreditation is the destination.

03 • PROGRAMME ACCREDITATION

Steps to programme accreditation

To achieve programme accreditation, participants fulfil all requirements of the Intact Academy EMCC TA coach and consultancy programme – four core steps, with an optional senior specialisation.

01 TA101 – Introduction

Internationally recognised, mandatory two-day introduction to the core concepts of TA.

- Active presence at the workshop

02 TAO1 – Foundations of Coaching

The coach as instrument of change; self-awareness in role and core TA concepts at the individual level.

- Five reflective journals
- Five-minute TA concept presentation
- Personal statement of TA identity

03 TAO2 – Executive Coaching

Applying individual-level concepts to strengthen functional states, communication and life story.

- Self-test of competencies, start & end
- Five reflective journals + audio review
- Written & oral case study

04 TAO3 – Team Coaching

Systemic concepts for compelling purpose, agile structures, cooperation and winning cultures.

- Self-test of team-coach competencies
- Audio review + paired case study
- Personal statement of team-coach identity

05 TAO5 – Systemic Supervision

Optional senior specialisation: developing yourself as a systemic supervisor of coaches, team coaches and consultants.

- Supervision of supervision practice
- Reflective journals + case study
- Personal statement of supervisor identity

PROGRAMME SUPPORT • PROMOTE

Training is supported by Promote, the online learning environment – materials, recordings, quizzes and homework. Intact Academy also recognises partners' TA101 and TAO1 training.

05 • CERTIFIED TRANSACTIONAL ANALYST

Becoming a CTA-O

The programmes provide a comprehensive foundation toward Certified Transactional Analyst in Organisations. Beyond the programme criteria, candidates fulfil a set of objective requirements in hours.

600

hours of professional training
(300 TA, 90+ in the field of application)

150

hours of supervision (75 by a (P)TSTA, 40+ by the principal supervisor)

750

hours of professional organisational client work
(500+ applying TA)

500

hours of additional professional development

Administrative requirements

Membership	EATA or ITAA membership held at least 18 months before the exam.
Contract	CTA contract with the principal supervisor at least 18 months before the exam.
Written exam	Submitted at least 12 months before the intended oral exam date.
Oral exam	Application made at least 9 months before the planned oral exam date.

TIME TO ALLOW

Even at three hours of TA group supervision a month, 75 supervision hours take 2.5 years. As a rule of thumb, expect 2.5 to 4 years to complete the CTA requirements.

06 • EMCC SENIOR COACH

Becoming a Senior Coach (EIA)

Beyond the programme criteria, applicants demonstrate the EMCC Senior Practitioner competencies – witnessed and endorsed by their principal supervisor – within two years of completion.

Understanding self	Awareness of own values, beliefs and behaviours, and how these affect practice.
Self-development	Continually improves the standard of practice and the reputation of the profession.
Managing the contract	Establishes and maintains expectations and boundaries with client and sponsor.
Building the relationship	Builds and maintains an effective relationship with client and sponsor.
Insight & learning	Works with client and sponsor to bring about insight and learning.
Outcome orientation	Supports the client to make desired changes.
Models & techniques	Applies tools and ideas beyond core communication skills.
Evaluation	Gathers information on effectiveness and contributes to a culture of evaluation.

250

individual client hours (20+ clients in five years)

5

client feedback forms (last 2 years)

5

reflection journals (last 2 years)

35

hours of CPD in the last 12 months

07 • EMCC SENIOR TEAM COACH

Becoming a Senior Team Coach (ITCA)

Building on the EIA Senior Practitioner certificate, the team-coach route adds its own objective criteria and a portfolio with a team-coaching case study.

120 team-coach client hours (3+ teams, last 2 years)	4 team-coach client feedback forms (last 2 years)	4 reflection journals (last 12 months)	24 hours of CPD in the last 12 months
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Administrative requirements

Membership	EMCC global or regional membership and a signed ethics code.
Prior accreditation	EQA programme certificate and EIA Senior Practitioner (or ICF PCC).
Supervision	At least 1 hour of supervision for every 35 hours of team-coach practice, per quarter.
Portfolio	The EIA portfolio components, with a case study covering team coaching (Appendix C).

08 • EMCC SENIOR SUPERVISOR

Becoming a Senior Supervisor (ESIA)

Also building on the EIA certificate, the supervisor route demonstrates the EMCC Senior Supervisor competencies and its own objective criteria.

Manages contract & process	Establishes a working contract with the supervisee and manages the process effectively.
Facilitates development	Enables the supervisee to improve standards within the broader system.
Provides support	A supportive space to reflect on client experiences and prioritise wellbeing.
Promotes standards	Supports professional, ethical and reflective practice.
Self & relationship awareness	Uses and develops 'self', alert to the layers of the supervisory relationship.
Systemic awareness	Identifies and explores the dynamics of human systems and wider ecosystems.

120 supervisor client hours (3+ clients, last 2 years)	3 client feedback forms (last 2 years)	3 reflection journals (last 12 months)	32 hours of CPD in the last 12 months
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A NOTE ON THE JOURNEY

Drs. Sari van Poelje

Director, Intact Academy

Sari is an international team coach and expert on agility and innovation. She has directed 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, EMCC Master Practitioner coach, master systemic team coach and supervisor — training coaches and consultants in ten countries.

Teaching & Supervising TA

EMCC Master Practitioner

ESIA Supervisor



Drs. Sari van Poelje

Whatever route you choose,
the work is the same:
developing yourself.

FOR INQUIRIES

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REGISTER / BOOK A CALL

intactacademy.com/planning

A short orientation call.

No commitment.

