



ruth cohn
institute for **TCI**
international

The art of leading

Training Guidelines

for Training in Theme-Centered Interaction (TCI)

Adopted by the General Assembly of 2016
© Ruth Cohn Institute for TCI – international October 2016

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Preamble

The Ruth Cohn Institute is an international organization; enhancing intercultural competence is an integral part of its mission.

The goal of training is to acquire competence in working with theme-centered interaction (TCI) as conceived by Ruth C. Cohn and according to these training guidelines.

The competence acquired in TCI-training can be achieved by various means according to cultural background, provided they serve the purposes of these guidelines. The comparability of different training courses is guaranteed by RCI-international on the basis of these training guidelines.

RCI-international, its member associations and institutions with cooperation contracts are responsible for organizing the training courses described in the following. All training elements recognized for these courses are led by trainers who have a contract with RCI.

TCI training consists of two stages:

Basic Training is designed to convey fundamental skills in leading groups according to TCI (mindset and methodology). It leads to a "Certificate of Basic Training in Theme-Centered Interaction (TCI)".

The next step is the **Advanced Training**, which develops the capacity to apply TCI in different situations in the professional field of activity and to clarify its method. It leads to a "Diploma in Theme-Centered Interaction (TCI)".

Both of these training levels are described in the following.

1. Basic Training in Theme-Centered Interaction (TCI)

1.1 Overview of Basic Training in TCI

Basic training may take place in two different forms:

Basic Training – Building Block System

Over an individually determined period of time.

Scope of basic training:
At least 108 sessions divided into:

- in each case at least 18 sessions in the following **method courses (M)**:

M₁ *Image of humanity and value orientation of the TCI (axioms), chairperson postulate, four-factor model as a tool for planning, action and reflection.*

M₂ *Leadership concept and leadership understanding of TCI, participative leadership, selective authenticity, themes and structures as management tools, theme formulation and introduction of themes.*

M₃ *Development and dynamics in groups, disorder postulate, handling of disorders and disorder prevention, processes reflected in groups.*

- at least 54 sessions of **personality courses (P)**.

Preparation of a **written thesis**.

A **written recommendation** from an instructor in training, at least two of whose courses have been attended

Certificate workshop

Organizer: regional training commission (9 sessions)

Basic Training – Fixed Training Course

Comprising a training contract, training guidance and a completion guarantee within a period of 2-3 years

Decision-making workshop:

Timeframe: 9 sessions¹

Scope of basic training:
A minimum of 108 sessions:
of which at least 54 sessions are in courses within the training group and at least 36 sessions in elective courses.
Divided into:

- in each case at least 18 sessions in the following **method courses (M)**:

- at least 54 sessions of **personality courses (P)**.

Preparation of a **written thesis**.

A **written recommendation** from an instructor in training of the team

Certificate workshop

Organizer: regional training commission (9 sessions)

Upon completion:

**“Certificate of Basic Training
in Theme-Centered Interaction (TCI)”**

¹ A session includes 90 minutes.

1.2 Goals of Basic Training in TCI

Basic training in TCI leads to the "Certificate of Basic Training in TCI".

The TCI group leader with a certificate has a basic knowledge of TCI and incorporates individual elements into his / her field of activity.

He/she has:

- consciously further developed his/her own personality and social competence in the context of leading groups with TCI,
- become acquainted with TCI methods and didactics,
- learned the basics of TCI and developed the capacity to apply TCI attitudes and methods to his/her field of activity,
- grappled with his/her own professional development and become capable of reflecting on his/her own role in or in relation to organizations/institutions.

1.3 Structure of Basic Training in TCI

90 minutes constitutes one unit of work.

The courses offered in basic training in the modular system are open to all interested in TCI (also to those without the intention to train).

The costs arising for the training on top of the course fees are based on the current fee schedule. In the fixed course of studies, all costs are included in the total amount.

1.4 Curriculum of Basic Training in TCI

In order to combine the concerns of becoming acquainted with TCI, professional motivation and personality development, the curricula to be drawn up and represented by RCI organizers must reflect the following four perspectives:

- the perspective of the theory, attitudes and methods of TCI, as experienced and learnt in group work,
- the perspective of leadership competence, which is a result of the application of course work and of TCI methods and didactics as experienced in theory and practice,
- the perspective of one's own professional and personal development, of one's own biographically transmitted personal disposition for emotions, attitudes and actions,
- the perspective of awareness of oneself and others with relation to the effect of oneself as a person in a group.

These four perspectives are not descriptions of types of courses, but rather of generally valid principles.

1.5 Description of Training Elements in the TCI Basic Training

In all course types a course group represents a model, an opportunity and a space for experience according to the principles of living learning.

1.5.1 Decision-Making Workshop

The decision-making workshop is completed at the beginning of the training option based on a training contract.

It is an opportunity to make decisions concerning one's training itinerary and for trainees and trainers to get acquainted.

1.5.2 Personality Courses (P)

The goal of the personality courses is to deal with the individual's personal identity, personality and individual development potential.

The categories of attitude, intuition, self-perception and perception important in the TCI context are further developed:

- *Attitude means to internalize the balance of autonomy and interdependence, to develop respect for one's own and others' biographies.*
- *Intuition is based on "clarity of perception, sufficient accumulation of relevant facts, trained thought, unblocked, alert emotions" (R.C. Cohn).*
- *Perception of oneself and others is further developed, responsible action towards oneself and others is practiced, thereby extending one's own capacity for action.*

Personality courses in TCI training are set in the context of person, social responsibility and (professional) activity.

1.5.3 Method Courses (M)

The goal of the method courses is to experience and achieve a cognitive perception of TCI methodology and didactics. Using theory as well as practical, reflected experience, participants deal with the "tools" of TCI and their relevance to their own professional field of activity:

- The image of humanity and the value orientation of the TCI (axioms)
- The chairperson postulate
- The four-factor model as an instrument for planning, action and reflection
- Leadership concept and understanding of TCI
- Participative leadership, selective authenticity
- Themes and structures as management tools
- Theme formulation and introduction
- Development and dynamics in groups
- Disorder postulation
- Dealing with disorders and disorder prevention
- Group reflection on processes

1.5.4 Recommendation and Written Thesis

The precondition for a recommendation is a self-assessment and a written thesis. The written thesis should approach an aspect from an area of applied TCI, in theory and on the basis of personal practical experience.

For basic training the recommendation comes from one trainer, at least two of whose courses have been attended.

The selection of the theme for the written thesis and its evaluation is carried out in cooperation with the trainer who issued the recommendation.

1.5.5 Certificate Workshop (CWS)

The certificate workshop (CWS) concludes basic training.

Reflecting upon the training completed should provide the opportunity to determine one's personal and professional position.

Information about the structure of the advanced training as well as what RCI-international has to offer in terms of further training will be provided during the certificate workshop (CWS).

In order to be admitted to the certificate workshop according to the “building block system”, a complete file of all relevant training documents must be submitted to the regional training authorities responsible.

For participants in a predetermined training course, the management team decides on admission to the certificate workshop (CWS).

To conclude basic training – providing all requirements have been fulfilled – the “Certificate of Basic Training in Theme-Centered Interaction (TCI)” is awarded.

1.6 Certificate of Basic Training

The successful completion of basic training is confirmed with a certificate.

It certifies that its recipient has acquired the basic skills and specifies the training curriculum completed.

The “Certificate of Basic Training in Theme-Centered Interaction (TCI)” is issued and awarded by the region or in basic training according to a predetermined course of studies by the training organization in cooperation with RCI international.

2. Advanced Training in Theme-Centered Interaction (TCI)

Advanced training in TCI follows an individualized itinerary, accompanied by counseling.

2.1 Overview of Advanced Training in TCI

Concept Workshop (CWS)

Length: 18 sessions²

Admission requirements: Certificate / Basic Training in Theme-Centered Interaction (TCI)

Organizer: RCI-international

The **training elements** are:

- at least 108 sessions of 90 minutes, from which 18 sessions of 90 minutes in the following areas:
 - Advanced course₁ **A₁** *Job specific application / personality*
 - Advanced course₂ **A₂** *Leading with themes and structure / process analysis / TCI theory*
 - Advanced course₃ **A₃** *Conflicts and disorders*
 - Supervision course **S**
 - Crises course **C**
- a **peer group accompanying training**
= 40 sessions, 20 of them with supervision
- two **recommendations from instructors in training**:
 - One recommendation resulting from a leadership process
 - One recommendation based on a written thesis on aspects of an application project carried out by the trainee her/himself.

Diploma Workshop (DWS)

Organizer: RCI-international
(9 sessions)

Upon completion:

**Diploma
in Theme-Centered Interaction (TCI)**

2.2 Goals of Advanced Training in TCI

Advanced training in TCI leads to a "Diploma in Theme-Centered Interaction in TCI".

A TCI group leader holding a diploma can lead groups according to / using TCI and to apply TCI comprehensively

- He/she has developed a realistic view of him/herself with respect to his/her own personality, has recognized his/her strengths and weaknesses as a leader and learned to deal with them.

² A session includes 90 minutes.

- He/she has learned to receive and offer feedback, to deal with recognition and criticism and express feelings appropriately.
- He/she has come to terms with the value system of TCI (axioms and postulates) with relation to his/her attitude, established and/or examined his/her own position and integrated humanistic values in his/her personal and professional thoughts and actions.
- He/she has learned to be selectively authentic, to practice leadership based on participation and to show esteem and tolerance for his/her own personality as well as that of others.
- In the area of methodology, he/she has dealt extensively with the methods and instruments of TCI. This includes: leading with theme and structure; the principle of dynamic balance, the significance of the globe, leadership based on participation, chairperson and disorder postulates, as well as respecting the dynamic in groups and group phases.
- He/she has developed the capacity to employ and apply TCI in different fields of activity (professional and private) appropriate to the situation and to use this in planning, analyzing and steering group processes.
- In difficult group situations, he/she has learned to recognize and address disorders, conflicts and crises in group processes. He/she is aware of the possibilities for and limits to solving them.
- He/she has learned to deal with his/her professional role and with the dynamics of organizations / institutions, to recognize the possibilities and limits of TCI in this context, to put them to use and phrase them in his/her own words.
- He/she has examined his/her own attitude towards people from other linguistic and cultural areas. He/she is in favor of an intercultural outlook as a social reality.

2.3 Structure of Advanced Training in TCI

The entry requirement for participation in the advanced training is a "Certificate of Basic Training in Theme-Centered Interaction (TCI)".

The advanced training allows the individual adaptation of the elements of the RCI training guidelines to the personal and professional needs of the trainee. The concept workshop (CWS), in which a personal learning curriculum is developed for the postgraduate education occurs therefore at the beginning of the advanced training. Changes in the training process in comparison with arrangements made in the concept workshop (CWS) are documented and justified.

As a basic principle, experience should be gathered in all five course areas (A1, A2, A3, S, C). The recognition of training elements outside of TCI training is regulated by the implementation guidelines.

2.4 Description of Training Elements

2.4.1 Concept Workshop (CWS)

In the concept workshop, through a process of self-examination and examination of the group, of the TCI approach and the basic parameters of the TCI training according to RCI-international, each participant develops his/her individual concept for the advanced training, focused especially on his/her professional application (Personal Learning Curriculum).

Goals and content are, among other things:

- Pinpoint, formulate and agree upon personal learning issues for the advanced training with relation to the envisaged field of application. The draft curriculum resulting from this process is entered into the study book and serves as a basis for further training.
- Examination of the training elements.

- In-depth examination of the theoretical fundamentals of TCI.

The TCI training of the RCI-international is responsible for the concept workshop (CWS).

2.4.2 Trainee Counseling

Trainee counseling is documented and is provided in the advanced training by the following people:

- During the Concept Workshop (CWS) by senior instructors in training, as well as in the form of consultation among colleagues within the group of participants.
- By instructors in training in all training courses.
- by the regional training commissions.
- By an accompanying mentor upon request.

Those offering training counseling should stress that it is desirable for each individual training itinerary to cover as diverse a range of TCI trainers and course groups as possible.

2.4.3 Peer Group

Participants in the advanced training who have arrived at more or less the same stage in their training form a peer group which they organize themselves and to which they lend an appropriate organizational structure (length of meetings, preparation, leadership, etc.).

The peer group is their continual companion during the advanced training.

- It provides an opportunity for exchange and support within the personal learning process and with respect to participants' training focuses.
- The group is a practicing ground on which leadership of TCI groups can be tested and providing opportunities to experience fun and encouragement in connection with group leadership.
- The peer group is a space in which things are experienced, in which group processes are felt and made transparent.
- The group is led by the participants themselves and avails itself of supervision by instructors in training for its own work and development. Peer group supervision accompanies and works with the specific leadership of sessions by participants and with the group processes occurring within the peer group.
- A continual exchange relating to TCI and its application to one's own professional field as well as reflection on participants' professional organization take place in the peer group.

2.4.4 Advanced courses (A1)

The advanced courses (A1) "Occupational Application / Personality" comprise an in-depth analysis of the application of TCI to various fields of activity.

They are offered in the following areas:

- Methodology: e.g. contracts/settings, processes, development and interventions in groups and with individuals.
- Forms of activity, e.g. coaching, mediation, large groups, children's groups, conferences, teams, counseling settings.
- Fields of activity, e.g. social work, school, therapy, adult education, the corporate area, churches, administration.
- Personality courses (chosen in relation to the personal curriculum of CWS).

2.4.5 Advanced Courses (A2)

The advanced courses (A2) "Leading with themes and structure / process analysis / TCI theory" include an intensive examination of the theory, philosophy or methodology of TCI.

They are offered in the following areas:

- Analysis of processes.
- Work with themes and structure.
- Theoretical approaches and philosophical aspects of TCI as well as the analysis of the value system in different contexts.
- Political and social activities: fundamental questions, current political issues, ecological questions.
- Procedures and methods corresponding to TCI, their application, interfaces and, if necessary, limits.

2.4.6 Advanced Courses (A3)

The advanced courses (A3) "Conflicts and Disorders" enable the discussion to deal with challenging conflicts and disorders in their own professional field and in the management of groups. Possible contents are:

- • Dealing with challenging disorders.
- • Moderation of conflicts.
- • Troubleshooting disorders and conflicts.

2.4.7 Crises Courses (C)

The aim of a crises course is to acquire theoretical and practical knowledge of:

- personality structures and psychopathological forms of behavior in individuals and their repercussions on the group process,
- adequate forms of prevention and intervention in non-therapeutic groups.

Participants' own individual scope for action in dealing with disorders, conflicts and crises is to be extended by dealing with their individual personality structures.

2.4.8 Supervision (S)

In the advanced stages of their training, training candidates avail themselves of supervision with regard to the application of TCI to their professional area and in dealing with their own professional role.

Supervision can take place:

- In supervision courses,
- In a continual supervision group,
- In exceptional and justified cases, in individual supervision sessions.

Supervision can be offered by:

- instructors in training with supervision competence,
- Diploma-holders with "supervision training based on Theme-Centered Interaction (TCI)". As for instructors in training, their commitment to the prevailing training provisions is governed by a contract.

2.4.9 Recommendations and Written Thesis

Recommendations result from the interplay of self-evaluation and evaluations by others. They are therefore a significant element of the training process. They are drawn up by an instructor in training.

One recommendation is the result of co-leading in a TCI course or of the participation of an instructor in training in an executive process of the diploma candidate that is linked to his/her professional field of activity.

A second recommendation is the result of the evaluation of an application project carried out by the candidate and of a thesis written on this project. This thesis provides a reflection on aspects of a TCI application project that has been planned and carried out by the candidate him/herself.

The recommendations must be made by different instructors in training.

2.4.10 Diploma Workshop (DWS)

The diploma workshop (DWS) concludes diploma training.

The diploma workshop is organized by RCI-international.

In order for a candidate to be admitted to the diploma workshop (DWS), a complete set of training documents must be submitted to the regional committee responsible for granting admission.

The content of the diploma workshop (DWS) consists of:

- reflection on and evaluation of the training itinerary and personal training success
- developing the role as a TCI diploma holder in one's professional field of activity
- reorientation as a TCI diploma holder

The certificate "Diploma in Theme-Centered Interaction (TCI)" will be awarded at the conclusion of the workshop.

2.5 Diploma Certificate

The successful completion of the advanced training is ratified by the diploma certificate.

It certifies that the goal of the advanced training has been reached and contains information on the completed training contents.