

Review

to audio No. 344 "The Power of Co creative Relationships" from Bernd Schmid

by Jörg Westphal

1. Valuation

Why is the audio important?

The audio is a time document and creates an image of Bernd Schmid at a moment he receives a unique reward for his lifetime work the 2007 Eric Berne Memorial Award for his work in the field of Transactional Analysis (following TA) and his adoption to a model that works into the organizational, economical world. The audio brings across how Schmid views himself in his world of TA, training and consulting. Furthermore the audio demonstrates the power of metaphors. Schmid uses them in a classical sense, with a model known as the theatre metaphor to demonstrate his developments to the audience and he presents a powerful metaphor of a ships cook to explain his thinking about style, quality and spirit.

What can you hear in the audio?

The audio brings Schmid presenting his work in a compressed way and his developed concepts both from a TA as well as a systemic perspective. It starts with an introduction on Schmid and goes on with his keynote speech where he presents the explanation of his role model, shows the additional available concepts for TA and gives some views on intuition and spirituality.

Who would benefit from listening to it?

The audio is a great documentation for all that are interested in Schmid as a person and who want to get a glimmer of his thinking, self understanding and approach to intuition and scientific work.

Some may find it interesting how he uses metaphors both as a working model as well as an illustration for a demanding, experienced audience – similar to the methodology of story telling. The same time Schmid achieves to explain his adopted model of TA in 10 minutes to the audience.

Secondly it is setting somehow the agenda for future development of TA in the 21st century. Schmid perfectly made clear to professionals working in the TA/systemic field where he is expecting more concepts to come. He points out where he is assuming future needs as well as responsibilities and reinforces the ambition to have an impact on societies and there developments.

What is not to find in it?

This is a key note speech and these are delivered to set the underlying tone and to summarize the core message or most important revelation for the event. Therefore the focus is mainly on the role model Schmid has developed not on detailed information about the various concepts.

And after listening?

The audio creates an image about Schmid that I did not have before. This is due to the fact that on occasions like this people talk more about the person in a broader way – this gave me some unrealized information, like Mohr did with titling Schmid a community builder.

More important for me this audio gave me an idea of Schmid's thinking about directorship – with some examples out of the ships cook metaphor that will find their way into leadership trainings and coaching. As of today many managers rather see themselves as actors and it will be worthwhile to stimulate debates about impact, different perspectives and what to gain out of them and to challenge them on their ego play.

The audio reinforces the power of metaphors and gave me a great idea how a metaphor can be used to transfer difficult information in an easy way to a diverse audience.

Finally the way Schmid requests from the TA community to drive into the 21st century and what the possible developments in various fields could be is setting an agenda that will create new opportunities. It leaves me as well with the question if the TA community has the right people to deliver further on that or if the community should look for new people and educates those in a good way.

2. Summary

The audio is Bernd Schmidt's keynote and acceptance speech presented at the 2007 International Transactional Analysis Conference in San Francisco. Schmid got there the 2007 Eric Berne Memorial Award for his adaption of the transactional analysis concept of ego states. You can find more details on his speech in the article 120 "The Role Concept of Transactional Analysis and Other Approaches to Personality, Encounter, and Co creativity for All Professional Fields" that is available for download as well.

The audio starts with an introduction by Günter Mohr. Mohr introduces Schmid as a theoretical thinker and presenter who offers at his institute TA and TA related training. Mohr mentions the network Schmid has established around his institute and the special style of this "tiny place". Finally Mohr points out that Schmid is a community builder, mentioning his various roles in associations and initiatives and his impacting position in today's society.

Schmid opens his speech with his thanks and a comment on the respect on the power of words. He titles himself as Ericsonian and invites the audience with a smile into a trance mood. He uses the metaphor of a young ships cook who has now in his older years an international restaurant to give the audience an overview and to understand his today's thinking about style, quality and spirit.

Schmid points out that he wants to keep things as simple as possible and that further information on various topics is available. He announced that he is going to present nine diagrams to give the audience an initial understanding on the adoption of the transactional analysis model to work into the organizational world.

Then Schmid lines out his role model of transactional analysis as an expansion of the ego state model as a personality and a communication model. He shows a diagram on the tree-world personality model and role-ladder model and explains how stages in a person's life and the relating worlds can translate into the model. According to his presentation the roles including their context equal to the ego stages in the TA model.

After that Schmid gives a short overview on some of the other concepts that have been developed at his institute over the years. These include the presentation of a diagram on communication as cultural encounter where he gives some more depth by examples and the introduction of the theatre metaphor. Using this metaphor Schmid makes clear how he can use it by stating "Let me see your roles and I know who you are" and how the various stages of the metaphor could play together for example in a merger situation to come to a shared play.

Schmid then goes on with presenting on the dialogue model of communication, the dimensions of whom or what meets in the dialogue and finally the formula of competence and matching between individuals and organizations. He emphasis the importance of intuition, gives examples on myth as a stage in the dialogue and the importance of fit. He summarizes that through all the models he wanted to create a language that allows people to create positively realities together. Schmid uses Berne's postulate of intuitive methods and scientific thinking as a base of creating actions to illustrate the key driving factors for his developments.

Schmid points on the importance of intuition to deal with today's complexity. He questions what the new invention was his models have brought and is convinced that they have been made programmatic for TA. He again uses the restaurant metaphor from the beginning to support that position. Finally he comes back to complexity and makes clear that in today's world the questions are not only about relationships and personality.

In the next section Schmid gives remarks on intuition. He discusses the intuition of the possible and lines out this means as well a perception of potential. Then he explains too about the limitations.

Schmid then skips his script points about humanity and goes directly to his last point spirituality. At the end he explains the connections from co creativity and spirituality and points out that this equals not with fun and has to do with responsibility. Finally the key point is the looking for a meaning in life.

Schmid closes his speech with the comment that the TA for the 21st century could be more then the TA from the last century that was for psychotherapists. He is convinced that we need a TA for others i.e. managers, politicians an more and closed the speech with his believe in TA.