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# SYMPOSIA AGENDA

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FRIDAY, 8 <sup>th</sup> JULY	
11:00-16:00	SYMPOSIA
11:00-11:30	Start Symposium: Presentation of the Symposium theme and the four subtitles for the E-C-P-O workshops by the responsables: Dr. Sylvia Schachner (Austria), Claudia Scheurenbrand (Germany), Dr. Sonia Gerosa (Italy), Martin Bolliger (Switzerland)
11:30-13:00	Plenary divides into 4 groups <ul style="list-style-type: none"><li>• Field E: How to deal with differences in multicultural groups? - The Tower of Babel is more than different languages (Sylvia)</li><li>• Field C: Counseling - identity betwixt and between - basement or fire brigade of the Tower of Babel? (Claudia)</li><li>• Field P: Is the Tower of Babel in us? Integrity towards integration - and viceversa (Sonia)</li><li>• Field O: Organization developers and Change agents: henchmen and profiteers of a megalomaniac system like the Tower of Babel? (Martin)</li></ul>
13:00-14:30	Break
14:30-15:15	Group Session Building groups of four people (one from each field - 20min) Sharing experiences
15:15-16:00	Plenary session: Come together and Close up (End of the Symposium)

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11:00  
11:30

## Symposia

Room 2  
Level 0



300

### The Tower of Babel: How to deal with differences?

#### Do we have a chance to survive?

Intro by Sylvia Schachner PTSTA-E; Claudia Scheurenbrand PTSTA-C; Sonia Gerosa, PTSTA-P; Martin Bolliger PTSTA-O

The Tower of Babel is a perfect metaphor for our symposium at this conference. On one hand, EATA is celebrating its 40<sup>est</sup> year of existence. Turning forty does not only offer the pleasure of looking back, it also offers a prospect towards the future. What is our aim and our vision? What gives us the right to exist during the upcoming years?

Considering the current global situation one needs an extraordinary portion of optimism to believe in a good and sustainable development of our planet.

The Tower of Babel is one of the shortest stories in the Bible and nevertheless one of the most known. In only nine verses it narrates the story of a nation that wanted to build a huge tower that strives for heaven. It was supposed to be the centre of their world and was meant to symbolise that nothing is impossible. God went down to have a look to the city and the tower. Afraid that the human beings would cross any borders, he decided to confuse them by giving them all different languages.

As a result they weren't able to communicate nor to understand each other. So they stopped their work at the tower. By losing their project, they were facing disconcertment. And they were spread out around the world.

Isn't the «Higher-faster-further» idea of this story still the modern ideal that most of us aim too?? Looking at the situation of the huge number of migrants of the last decades: Do you understand that they also hope to get their share of the cake and that they want to participate in our wealthy part of the higher-faster-further world at all costs?? I can understand that! Although I'm not familiar with their culture nor understand their languages.

The last year has shown a totally different dimension: an alarming number of refugees, who are dramatically affected by the wars in their countries and who just want to survive. They need the existential necessities from us: shelter, accomodation, food, medicine. And beside that: hope and prospects.

Probably we have to face remarkable changes in our Western Christian civilization pretty soon. What are our answers as counselors, therapists, teachers, organization developers? Successful solutions are rare; they will be discovered and reached.

Let us use this symposium for exactly this purpose and enjoy meeting new people with puzzling languages. Take your time to discover them - people, languages and possible helpful answers!

(Martin Bolliger)

11:30  
13:00

## Symposia - Education

Room  
Espace  
Télécoms  
Level 0

### How to deal with differences in multicultural groups - The Tower of Babel is more than different languages

Sylvia Schachner (Austria)



Working in and with multicultural groups seems to be a very specific subject and it is! At the same time it is a social and cultural subject with great influence in our professional work and everyday life. The phenomena of globalization have different effects: On one side the contact between people from different countries becomes easier, the traveling more and faster and many people have more experience with other cultures. On the other side exist non visible boundaries between people from different countries living in the same city without any contact between,

Actually intercultural learning happens in schools, in which children from different cultures learn and live together. Some of the experiences in this schools can be relevant for adults too. It concerns each of us, and independent of our age, our sex or our professional or life situation, this subject has importance to us. Change of social system and change of paradigm is currently running. It is no more the question if we like it or not, the question is how we manage it, what point of view we take and how we get the best to use the resources of these phenomens. Observing like a Marsian, exploring the cultural script and enlarging the frame of reference are first steps for challenging.

Cultural influences are part of our identity and sometimes these differences become a boundary for working together and finding common understanding. Being aware of this is the base for integration and new spaces of working together.

The core competences and the knowledge of teaching theory and practice of these processes defined for the field of education can offer different models and tools for the need of special support to be fit for a multicultural society. Using the OK-OK attitude establish a relationship of mutual respect and empathy. Naming the existence and significance of differences are the starting points to build up a new culture with fitting rules and permissions. In this way will be established clear contracts for different systems reflecting the needs and contexts, observing the boundaries and different cultural norms.

The picture of the Tower of Babel is a metaphor for this complex task. It is a picture for the dangers and misunderstandings when the expectations and progresses are too fast and non reflected. The actual situation in Europe with the big task to support and to integrate a big number of refugees is another aspect to discuss and to look for good solutions.

During the symposium we will work with this topics using theory inputs, self experience and practical work. The discussion will look at the critical points and discover the resources of this phenomena. The aim is to find answers to these important challenges and developments using the experiences of the participants and the possibilities of TA.

11:30  
13:00

## Symposia - Counselling

Room 3  
Level 0



### Counseling – identity betwixt and between – basement or fire brigade of the Tower of Babel?

Claudia Scheurenbrand (Germany)

Questioning identity seems to be an ongoing process in discussions around TA counseling. The current social situation in Europe underlines the necessity of developing and sharing effective counseling skills in different areas to support people with migration issues. The symposium offers an opportunity for this.

With regard to Erikson's developmental theory adolescence is the stage in which a person and maybe also an area of practice develops identity vs. role confusion. If this challenge is managed intimacy can follow. TA developmental theory referring to Pam Levin describes the steps from identity to skills to integration as well. Following these approaches in the progress of our concepts and definitions it's time for TA counseling to be grown up and integrate what we've gathered and attained so far!

At this point we might share the definition and variety of counseling not by distinction from other fields but by summarizing from our expertise and with confidence where and how we are effective. The thesis is that core competencies of counseling open doors and create relations that are fundamental for successful work in all application fields.

Self-definition from this point of view draws a different picture than to be a stopgap solution wherever it is needed until the real professionals come.

Counseling is a genuine meeting between individuals, which contributes to an interdisciplinary and coherent picture of the probable causes of mental distress and offers support to find options on different levels of the personality.

- What is the core definition of TA counseling?
- What are the factors including TA concepts that form its identity?
- How is it effective?
- What different cultural approaches to TA counseling can be identified?
- What contributes to self-efficacy expectations of TA counselors?
- What can other application fields learn from us?

This symposium as a meeting and a market place for experienced professionals might serve as a resource to answer these questions and connect from this identity awareness with others beyond boundaries.

11:30  
13:00

## Symposia - Psychotherapy

Room 23  
Level 0



### Is the Tower of Babel in us? Integrity towards integration (and viceversa)

Sonia Gerosa (Italy)

Inside us we are many. We are inhabited by different voices, different Ego States, in an uninterrupted dialogue, often in conflict. The polarization on different internal positions apparently irreconcilable, can lead us to a block, like in impasse.

Starting from an original representation of impasse, I'm interested in exploring with the participants the hypothesis that one obstacle is the habit to think in dual, alternatives terms.

The ability to remain open to various possibilities, and to the unexpected, helps us to draw on all our resources and to gain a richer internal position which is the well-being State of the Integrated Adult.

At an interpersonal level, the ability in cultivating the dynamic equilibrium between different parts, which Mellor calls "integrity", is the premise to listen to others' differences, keeping together the "multiple truths" which constitute any authentic encounter. In a relationship, multiplicity can be a resource. Groups, families and social communities are an occasion of nourishment, challenge and human growth.

I will introduce some tools which are useful in working with multicultural groups, which contribute to our ability to integrate, and therefore to cure. In particular I will focus on the idea of "presence", shared narration, and the "art of patching" the discontinuity of the identity.

More than one million migrants and refugees arrived in Europe in 2015.

Facing this dramatic and complex phenomenon and meeting migrant people we want to stay alert on the deep meaning of this big challenge in remaining open to all what is different from us:

- When is it necessary to say some NOs, to set limits, with the purpose to protect our identity?
- Does the reciprocal "no", the collision between our borders enrich or threaten our identities?
- Isn't that one the very reason why we have chosen such a profession dealing with relationships, to have the opportunity to go beyond our own prejudices?

The methodology of this workshop will alternate the presentation of some theoretical concepts with experiential moments and exchanges in small groups.

11:30  
13:00

## Symposia - Organisation

Room  
Espace  
Léman  
Level 0

### Organisational developers and change agents: henchmen and profiteers of a megalomaniac system like the Tower of Babel?

Martin Bolliger (Switzerland)



As organisational developers and change agents we live in an area of permanent tension. Many of us know the saying: *The bait has to be tasty for the fish ... not the fisherman.* Customer/client orientation is our primary goal.

This is why I think twice about which *development* I can sell to my customer or client. Of course, as an ethically sophisticated person, I try to take the bigger context and my own values into account, as well. But after all, it is the good of our counterpart that counts.

I remember a team development program into which I wanted to integrate process-oriented exercises with a self-awareness component. The CEO, to whom I presented my proposals, wanted nothing to do with them. When I started to allege reasons, he interrupted me and asked: Do you want this job or not?? What a question...I sure wanted this job! I was already looking forward to the profit!! But somehow I felt uncomfortable. Had I just sold my soul? Am I – to be blunt – venal?

In a system that strives after the ideals “higher, faster, further”, it is hard to countersteer. Its tendency to avarice, in which profit is almost entirely understood as monetary is tempting time and again. At that, superior meaning often falls by the wayside.

Which organisational awareness do we need to swim against the tide? Which values help us to support the desperately necessary paradigm shift in a good way?

In the symposium we use the collective positive energy to develop practicable answers. For us, it is as professionals in organisational development, for the individuals whom we supervise and also for the organisational systems, that we want to become meaningful.