

Handbuch Themenzentrierte Interaktion (TZI)

[Handbook Theme-Centred Interaction (TCI)]

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Preface: Friedemann Schulz von Thun

367 pages with 16 illustrations and 3 tables, hardback

ISBN 978-3-525-40152-1

Price: € 39.90

Publishing house: Vandenhoeck & Rubrecht

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In my over 20 years of work in education and consulting in groups and teams, Roth Cohn's TCI model has helped me and the people entrusted to me very much by making learning processes more effective and interaction more humane. Reading the book was a great pleasure to me.

On page 14, the editors write under *reading hints*: "Most articles in the chapters on <system of TCI> consist of the following sections: definition – origin – explanations. This is meant to facilitate comparative reading. Many articles in the other chapters are based on this structure. Cross-references are marked with an arrow and the title of the respective article. As many authors refer to the same primary and secondary literature, we have opted for a shared literature list." [All quotations are translated]. I can confirm the reason given for the uniform structure – it made a comparative and fast reading possible.

The many relatively short articles by 39 authors, who describe 53 core concepts of TCI, its origin and its further development in this handbook, also gave me new views and insights.

The editors pursue various goals with the handbook, which they describe very well and suitably: "As a *book on theory*, it offers a systematic representation of the whole concept; as a *reference book*, it makes a fast overview and a detailed immersion in specific concepts and keywords possible; and as a *textbook* it offers methodological accesses". Very true!

For *reading and exploring* the book, I shall again quote the editors because I can't outperform their accurate description: "Those who don't know TCI yet will find an introduction in the first article >What is TCI?<. Those who want to get an overview of how the different parts of the concept of TCI belong together will find answers in the article >System of TCI<; those who are more interested in a biographical and/or historical and political access should start by looking into the article >Ruth C. Cohn<

and >Historical and political foundations<. Those who want to read the book from their own professional perspective should start by reading Chapter VI on interdependencies between TCI and the respective occupational field. Those who want to access TCI systemically are invited, after reading to foundations, to look at the chapters >System of TCI: Theory< and >System of TCI: Practice<“.

What is the TCI model and which effect does it have on processes and people?

The >Four-factor model of TCI < with the objective of >promoting lively learning< is based on an idea of man with a value attitude >which supposes the ability of people to change and learn and the conviction that processes of working and learning and development can be structured in a humane and humanising way<. R.C. Cohn used a triangle in a circle as a symbol for this. The four factors contained in this symbol, which influence processes and interactions, are:

1) The >I<, the person, 2) the >We<, the group, 3) the >It<, the theme / the task / the wish and 4) the >Globe<, the facts and framework conditions in which the work is done. The concurrence of these four factors facilitates or prevents lively learning and cooperative working. The four factors are equally important, i.e. the interactional group does not only work in a theme-centred way but to the *same* degree in a person-, group-, theme- and globe-centred way. Learning and working processes of individuals, groups, teams and organisations can be reflected, steered and guided with TCI. It can be used to develop processes of work-life balance and foster empowerment. Today TCI is applied very successfully in adult education, schools, business, consulting, theology and the church, manager development and other areas.

I recommend this handbook to all colleagues who are heads of groups, work with people and don't yet know TCI well. To colleagues who already know the CTI model and who have even achieved good results with it, the handbook might serve as a reference book or a textbook. Here I will quote Schulz von Thun, who starts the preface with the words: "TCI lives!". Yes, it lives!

On the authors

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