

# Lynda Tongue

TSTA-org, BA Hons, Dip Man, FCIPD



## Supervision biography

My philosophy of supervision is that it is a protected space for the supervisee to reflect on their practice and where they can develop their skills through the means of focussed support.

I draw on various theories of supervision, including those of Proctor, Gilbert and Evans and also Peter Hawkins.

Elements which support my supervision philosophy:

- my aim in working with clients is to support them to develop tools to improve their practice
- I have a systemic approach to supervision, which means that I am mindful of the systems supervisees and their clients may be working within
- I offer positive regard to my supervisees through respectful challenge in order to help them gain insight and discover options for future action
- I maintain an ethical approach and expect my supervisees to do the same

I am a Certified Transactional Analyst (Organisational) as well as a Teaching and Supervising Transactional Analyst (TSTA). I have delivered workshops on Transactional Analysis (TA) applications in organisational cultures throughout the UK, in the USA, Russia, the Ukraine, Romania, Spain, Prague and Poland.

I work with supervisees who have a knowledge of TA, as well as those using other modalities and approaches.

TA is a humanistic approach to understanding human functioning and helping individuals to attain autonomy. In addition to the original therapeutic applications, it now encompasses specific fields of use that carry their own international certification; transactional analysts are now accredited specifically for psychotherapy, counselling, educational, or organisational applications.

I focus on using TA in a way that involves teaching the models and concepts with supervisees (when appropriate) and I work with clients to increase their self-understanding and hence their behavioural options. Clients are also helped to understand the structures and processes that operate within groups, teams, organisations and institutions.

I am Deputy Programme Director for the MSc in Professional Development (Developmental TA), a programme which is accredited through the Professional Development Foundation through a UK University. I run a TA training group based in Hertford, teaching and supervising those who wish to work towards the ICDTA Certificate and Diploma in DTA, or the MSc or who simply wish to attend for continuing professional and personal development.

As well as my TA qualifications, I have a post-graduate Diploma in Training Management, a Diploma in Supervision and a BA (Hons). I am also a Neuro Linguistic Programming Practitioner and have been running my learning and development consultancy since 1991.

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