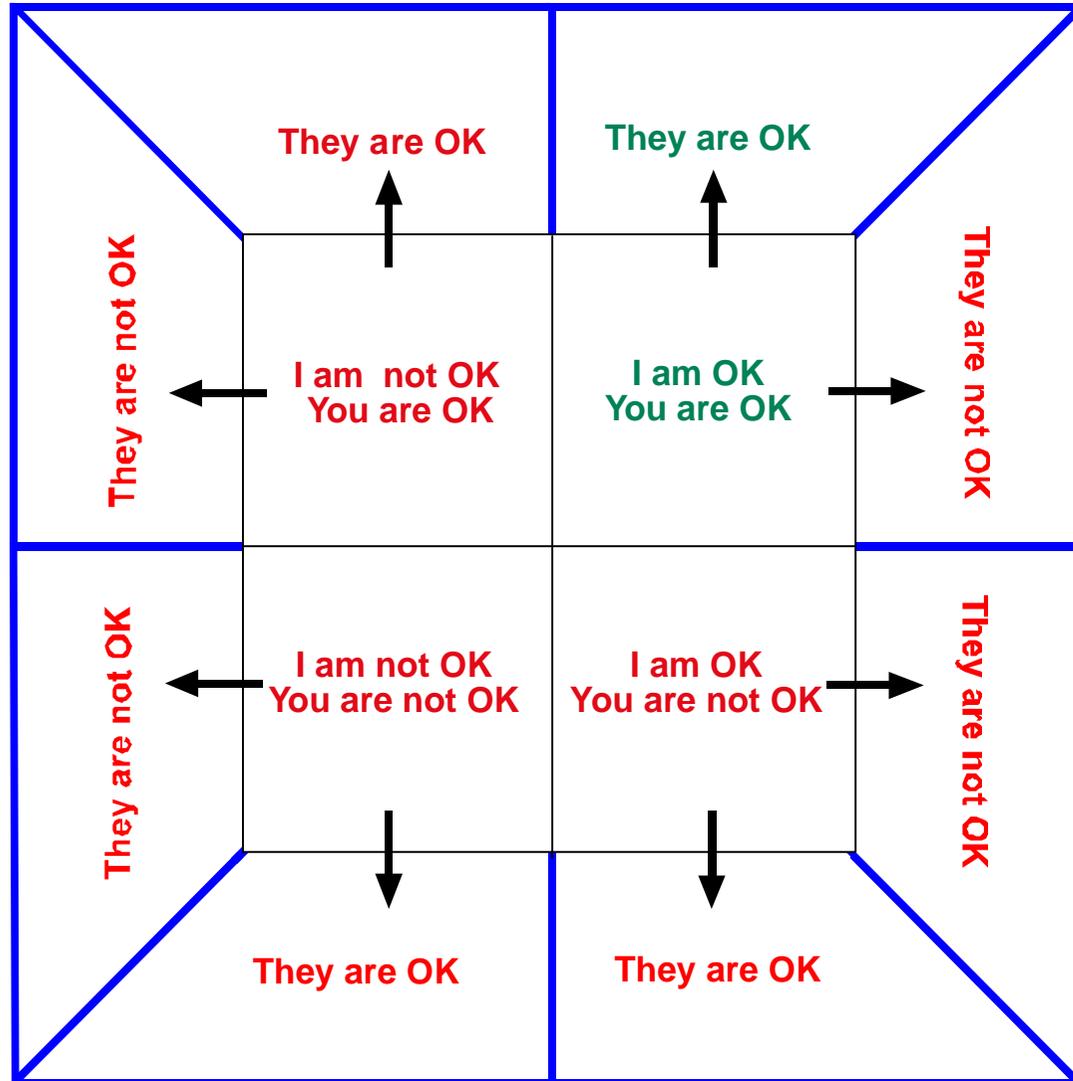


# Getting TA Fit for Purpose in Organizations

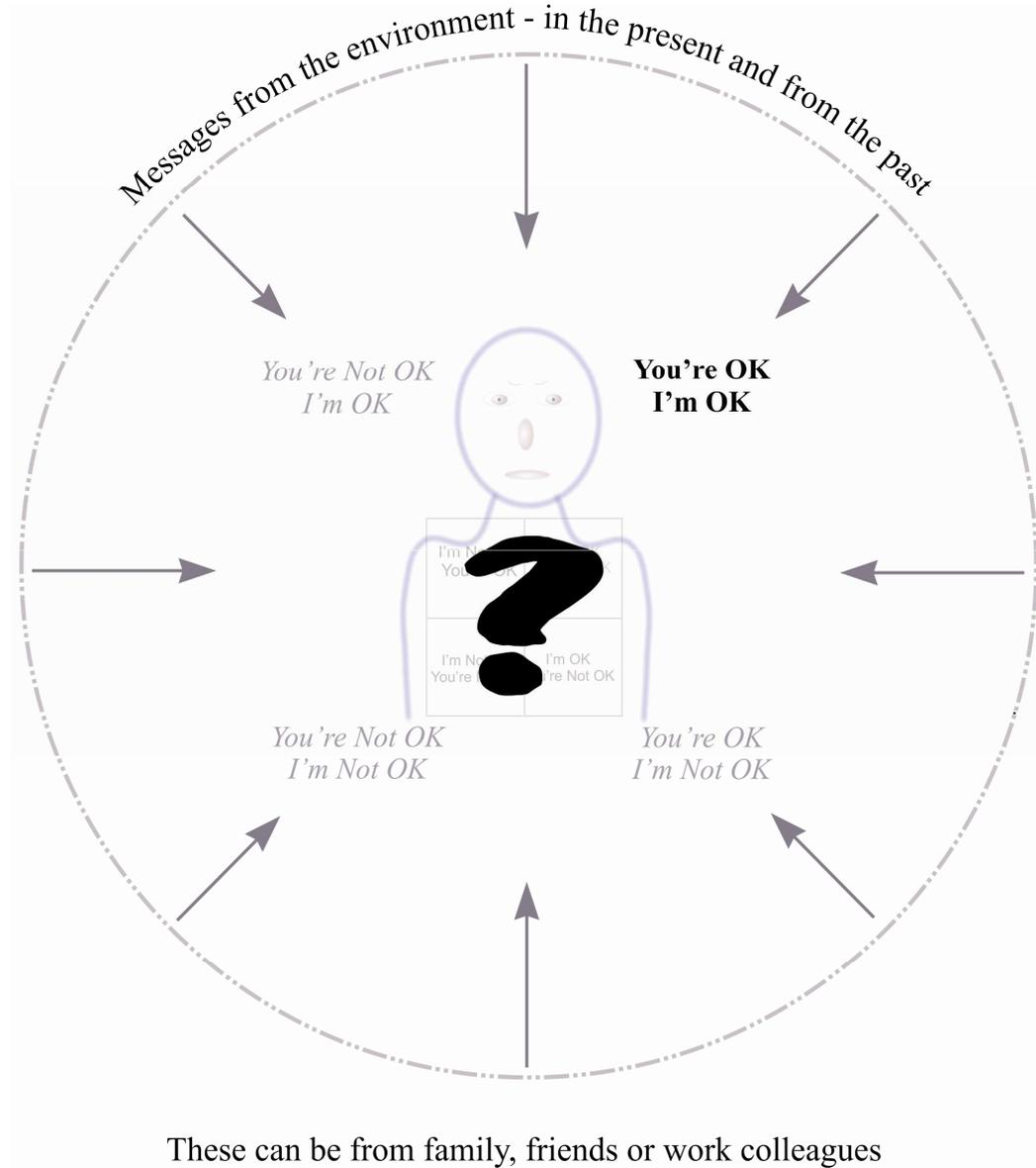
- exploring OKness
- OK Modes
- new take on Imagoes



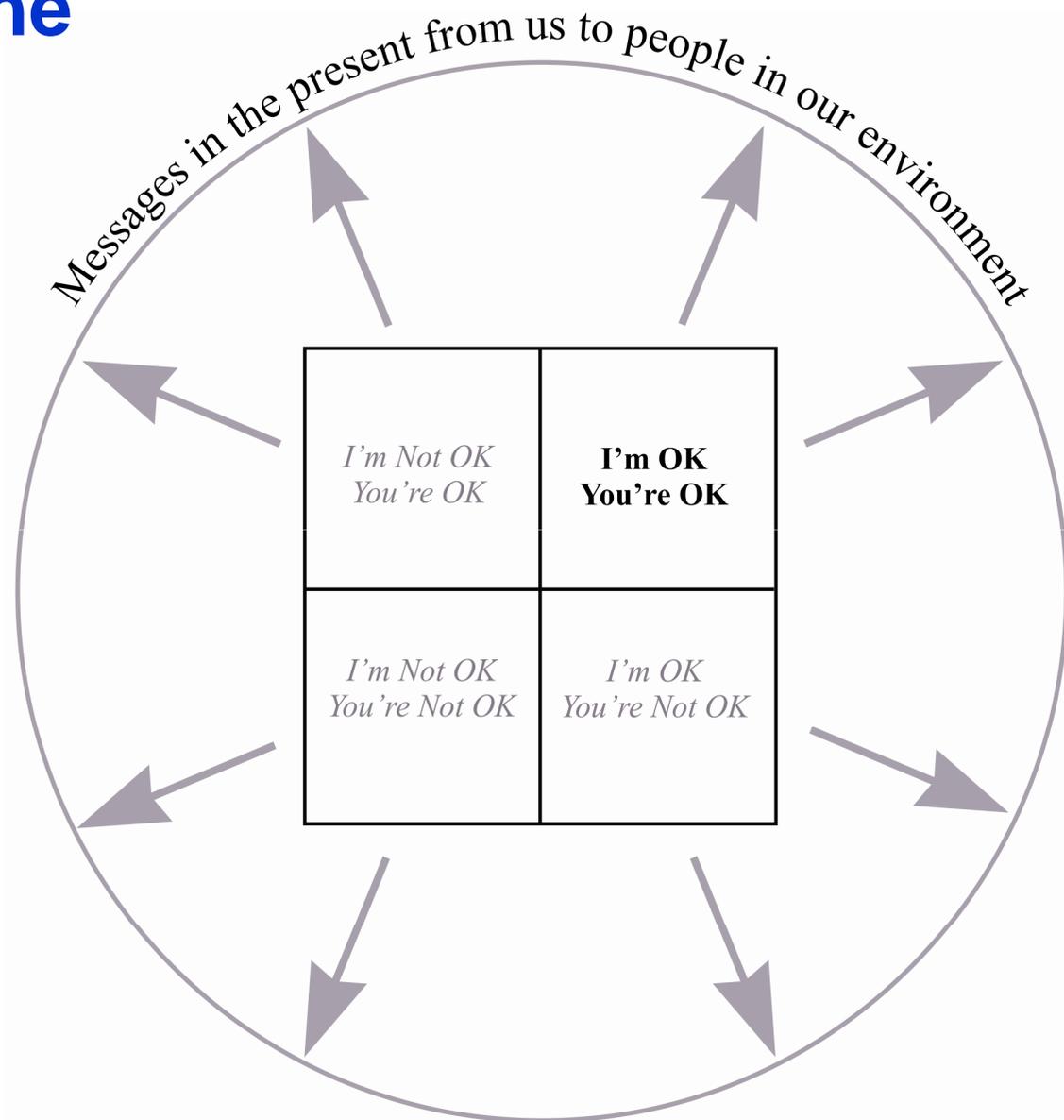
# 3D OKness



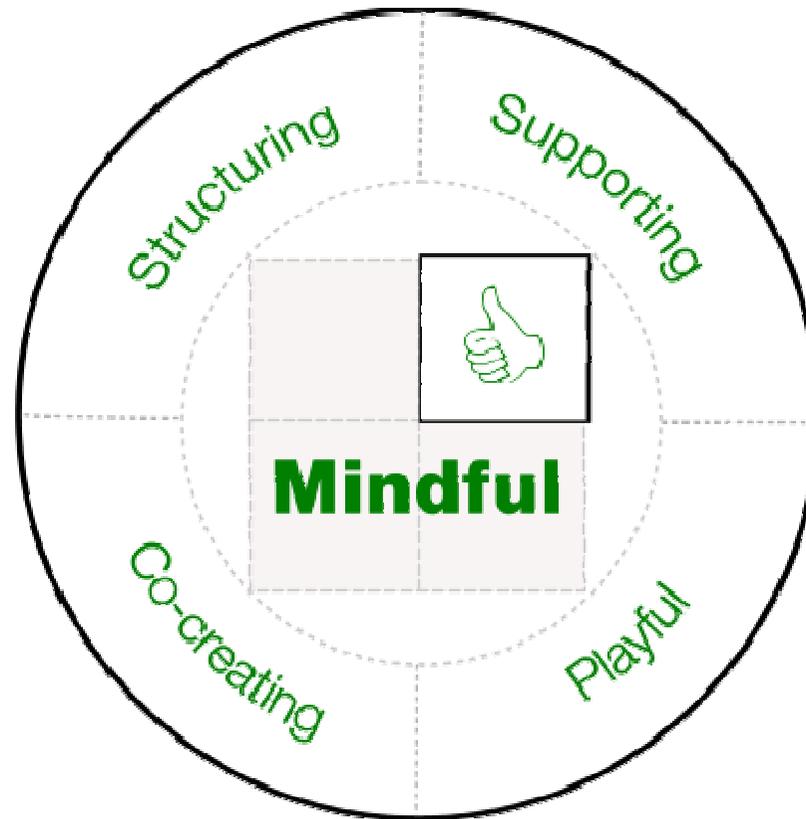
# Messages from the environment



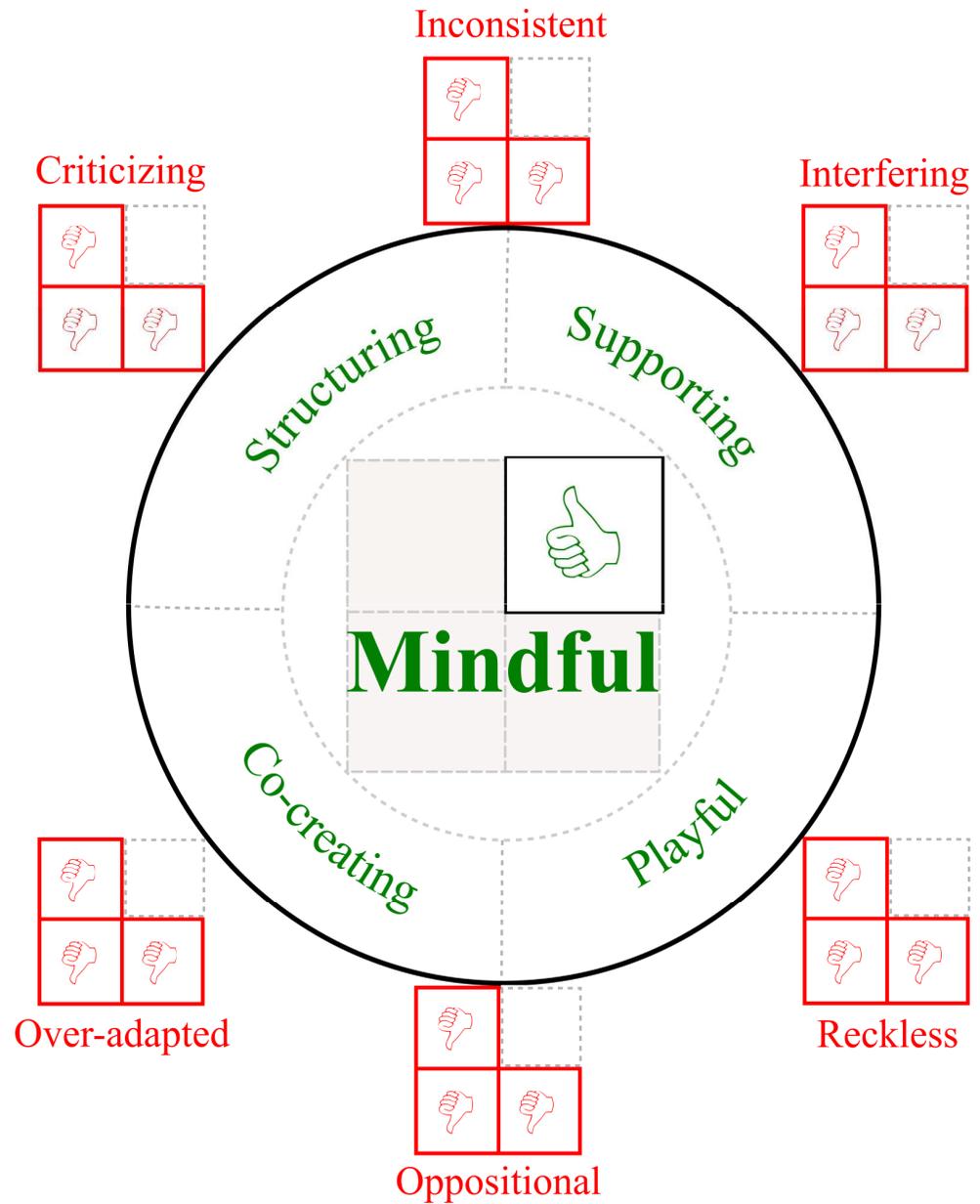
# Messages to the environment



# OK Modes Model- building the model



# Complete OK Modes Model



# Meta Imagoes

- what is each person's picture of what lies outside the boundaries of this group?
- any group will exist in a context of which each member will also have an internal picture.
- any groups of which a person is a member will be compared positively/negatively by each member to other groups of which they are currently / have previously been members
- sometimes some of membership will be shared across several groups. What is the person's internal picture of those where this is the case – do they behave differently are they closer / further away / more /less differentiated here than there?



# Meta Imagoes

- to what extent are the person's internal pictures of these various groups differentiated – or are they all merged together. What transference/counter-transference themes will be going on here?
- to what extent does my picture of others include what lies outside the boundary of this group?
- what is the leader's imago of this group in relation to other groups they lead / or of which they are member
- all of these aspects of each members' imagoes are likely to be less tangible – but will nevertheless exert an influence on the functioning of this group.
- in reality my imagoes of other groups will be here with me in this group – so in that sense they are not outside!

