

**Title: Theme Centred Interaction Methodology (TCI) by Ruth Cohen**

**Topic:** Manage People

**Subtopic/requirement:** Management of people of diverse cultures in project teams

**Keywords (Tags):** intercultural communication, conflict management, teamwork, team management

**1. Short version (400)**

TCI is an interaction model for groups and teams and was developed in the early 1960s by the psychotherapist Ruth C. Cohn.

TCI is characterised by a holistic approach and is being used in different professional fields such as education, personal and organisational development, coaching, consulting management and others.

**2. Long version (1.300)**

The *4 factors*,

- I
- WE
- THEME and
- GLOBE,

are the overarching factors of the TCI system.

Each factor has an interactive relationship with the other. Team management should consider the *4-factors* throughout the planning and working process, especially during meetings.

The aim of TCI is to achieve individual and collective efforts and cooperation within the team.

The reflection on a specific situation or phase of the project under the perspective of the 4-factor model of TCI helps to take into consideration professional, personal, organisational and dynamic factors within team-interaction. It helps the leader and the team members to be sensitive about changes or irritations with regard to one of these factors. It also helps to conduct the project through a dynamic balance between individuals, team, tasks and the surrounding circumstances.

**Importance/Relevance:**

The TCI Method is a useful tool:

- for the project manager, to figure out the current status of a project group and to realize the focus of all project participants
- for a project partner to figure out his/her own position in the group, to realise own preferences, to assess other partners and to better understand their motivation

**Additional resources:**

Pdf TCI factsheet 1

Pdf TCI factsheet 2