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. **Factsheet**
   a. Purpose (why and when can I use it), which task problem does it solve
   b. Importance/relevance
   c. How to use it
   d. **What is next with links**
2. **detailed description (PDF)**

Description/Rationale:

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.

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. According to Cohn 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.
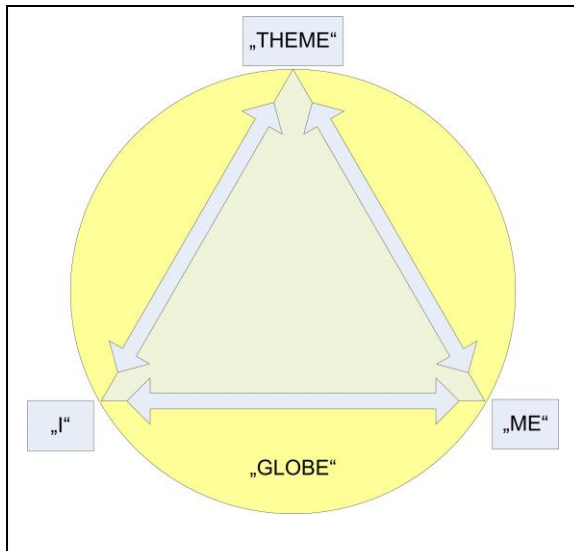
Figure 1: The 4-factor model of TCI[1]

Theme	refers to a specific goal or task a group or team share,
I	refers to each individual in the team or group,
We	refers to the group or team as a whole, it changes with the change of participants, including time and space,
Globe	means the surrounding circumstances of the individual and the group as a whole.

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 to realise goals through integrative participation of all team members by taking into consideration their possible resources. 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[2].

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

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[1]   adapted from Ruth C. Cohn in Scaccia (2001).
[2]   Scholze (2009).

Links to PACE:

TCI was overworked and presented in the INTERTOOL project (2007-2010).

You can find the TCI chapter in the PACE-library

One scenario how to use TCI in your project:

- Firstly you need a good project description.
  You can use the form provided in the library to list project aims, group situation, individual motivations, context

- Ask you partners to allocate themselves in their own TCI triangles. They may also use the questionnaire attached as ## in the document library

- By comparing the different locations of your partners in their triangles you can discuss the different expectations, perceptions and possible risks and opportunities of your project...

- If you do that at different stages you may detect reasons for different developments in your group.

Additional resources:

The additional resources are based on the material of the LLP project "INTERTOOL" and are provide for PACE.