

Christian Henrichs, Dipl.-Psych., M.Phil.
Executive Coach, Psychotherapist,
international Trainer

Executive Coaching, Team Development, Conflict Mediation
Psychotherapy, Couple Therapy, Supervision



Executive Development with Expert Depth and International Scope

Executive Coach, Psychotherapist and international Trainer with a Positive Approach



Christian Henrichs

Dipl.-Psych., M.Phil., born 1969

**Executive Coach
Psychotherapist
international Trainer**

Cologne, Germany

Christian Henrichs is a psychotherapist, executive coach and internationally experienced trainer from Cologne, Germany. He uses a transcultural and capacity-oriented approach and combines psychological expertise with management know-how, intercultural experience and a humanistic attitude. His work focuses on providing psychological services in his own practice, on advising executives and teams in various organizations and on the education and training of psychotherapists and coaches worldwide. He has done projects in more than 80 organizations and 20 countries. He is president of the German Association for Positive and Transcultural Psychotherapy (DGPP).

Qualification: Dipl.-Psych. (Bonn, D), M.Phil. (Bristol, UK), psychological psychotherapist (approbation, chartered psychotherapist), certified coach and industrial and organizational psychologist (BDP, EFPA), state-recognized lecturer, teaching therapist, supervisor and examiner for psychodynamic psychotherapy (LPA NRW, PTK NRW), international master trainer and supervisor for positive psychotherapy (WAPP, DGPP), transcultural psychotherapy (IAPP), European and world certificate for psychotherapy (EAP, WCP), studies and scholarships in Germany and England, student and co-worker of Nossrat Peseschkian (1933-2010, founder of positive psychotherapy), visiting professor in Bolivia and China, former board member of the World Association of Positive and Transcultural Psychotherapy (WAPP), holder of the international award for positive psychotherapy.



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Executive Coaching, Team Development, Conflict Mediation

Since 2001, Christian Henrichs has been conducting projects on psychological and on management issues. At the same time, he has been working with individual clients – amongst them, high-ranking executives of DAX companies and government related organizations. Another field has always been his international activities: In China, he has conducted training projects in various cities and worked with public and private sector executives. In Bolivia and Albania, he opened newly created university master programs. In Turkey, in Cyprus and Poland, he promoted the establishment of psychotherapy centres for many years. In Afghanistan, Turkmenistan, and Ukraine, he conducted conflict mediation in international teams. Other projects have taken him to India, Kosovo, Romania, Tajikistan, and the USA. Online projects connect him with countries such as Yemen, Mexico, or Tunisia. He is married in an intercultural marriage, has two children, and has been engaged in the German Bahá'í community for many years.

"My clients contact me with quite different concerns: e.g., in an emotional crisis, for professional development, to work on a relationship or for general consultation and reflection. Normally, we first get an orientation on the current situation and the objectives, and then we work step by step. In this process, the strengthening of personal resources and the development of practical problem solutions go hand in hand. After the motto: "There is no elevator to happiness – you have to use the stairs" (Nossrat Peseschkian). In other settings, I advise executives and teams in change processes and conflicts and train therapists and coaches in various countries."

References (sample):

WDR
Bayer
Telekom
Covestro
AE&E Inova
Tank & Rast
RWTH Aachen
Postbank Data
German Federal Police (BKA)
Sinoma Science and Technology
Association of German Engineers (VDI)
Federal Agency for Technical Relief (THW)
Software, Design and Management (SDM)
Cologne-Bonn Academy for Psychotherapy (KBAP)
Federal Academy of Public Administration (BAKÖV)
German Agency for International Cooperation (GIZ)
Academy of German Federation of Civil Servants (DBB)
International Academy for Positive Psychotherapy (IAPP)
Media Academy Cologne of Bertelsmann Foundation (MAK)

International Projects:

Afghanistan, Albania, Austria, Bolivia, Bulgaria, China, Cyprus, Great Britain, India, Iraq, Italy, Kosovo, Latvia, Luxembourg, Poland, Romania, Switzerland, Syria, Tajikistan, Turkey, Turkmenistan, Ukraine, USA (all in presence).



Services for Management

I consult executives and experts on leadership issues, in change processes and crisis situations. My key services complement each other depending on context and objectives:

- In **Executive Coaching**, learning takes place in a process-oriented setting. In this way, space is created for adaptive resource development and deeper individual learning.
- **Team Development** is aimed at workgroups that want to adjust themselves in a changing environment. It focuses on motivational and emotional issues and on improving strategic focus and work-related self-organization and communication.
- In **Conflict Mediation**, a conflict situation is systematically reviewed together, solutions are elaborated in a structured way; scenarios are agreed upon and put step by step into practice.
- **Management Trainings** are thematically oriented: Challenges are reflected, concepts and their application are presented, appropriate attitudes and skills are identified and trained.



Management Services in Detail

Executive Coaching:

My coaching services address executives and experts who want to prepare for new challenges, to improve their work-life-balance or to solve actual conflicts. Coaching is a highly sustainable form of professionalization, in which complex emotional and methodical skills are practiced and consolidated. Duration and frequency of the coaching sessions can be arranged individually. The activation and development of resources is as important as the work on practical solutions. Possible themes for a coaching can be e.g.: Professional identity and motivation, crisis intervention, decision-making, biographical and cultural reflection, leadership issues, team development, change management, conflict management, management by objectives, dealing with mobbing, emotional intelligence, dealing with employees, executives and the organizational environment, work-life balance, time management, stress management, task/ and project management, self-presentation, communication.

Team Development:

My workshops on team development address teams that want to realign and organize themselves in a changing environment. Often, we work on systemic and motivational aspects, on work-related self-organization, planning, leadership needs, and cooperation. During the workshops, I value a coherent learning experience of "head, heart and hand". Depending on the context, concrete topics might include: team members getting to know each other better, working on a shared vision, clarification of attitudes and values, analysis of the systemic environment, analysis of developments leading to the current situation, the activation of resources and strengths in the team, dealing with the work-load, working the leadership-dialogue and communication, the self-organization of sub-teams, the standards of teamwork, or collective planning of work. There is also space for common activities outside of the agenda. As an experienced coach and psychotherapist, I am quite sensitive to underlying emotional aspects of the situation, but I proceed with caution – as if to say, "You shall only open, what you can close afterwards".

Conflict Mediation:

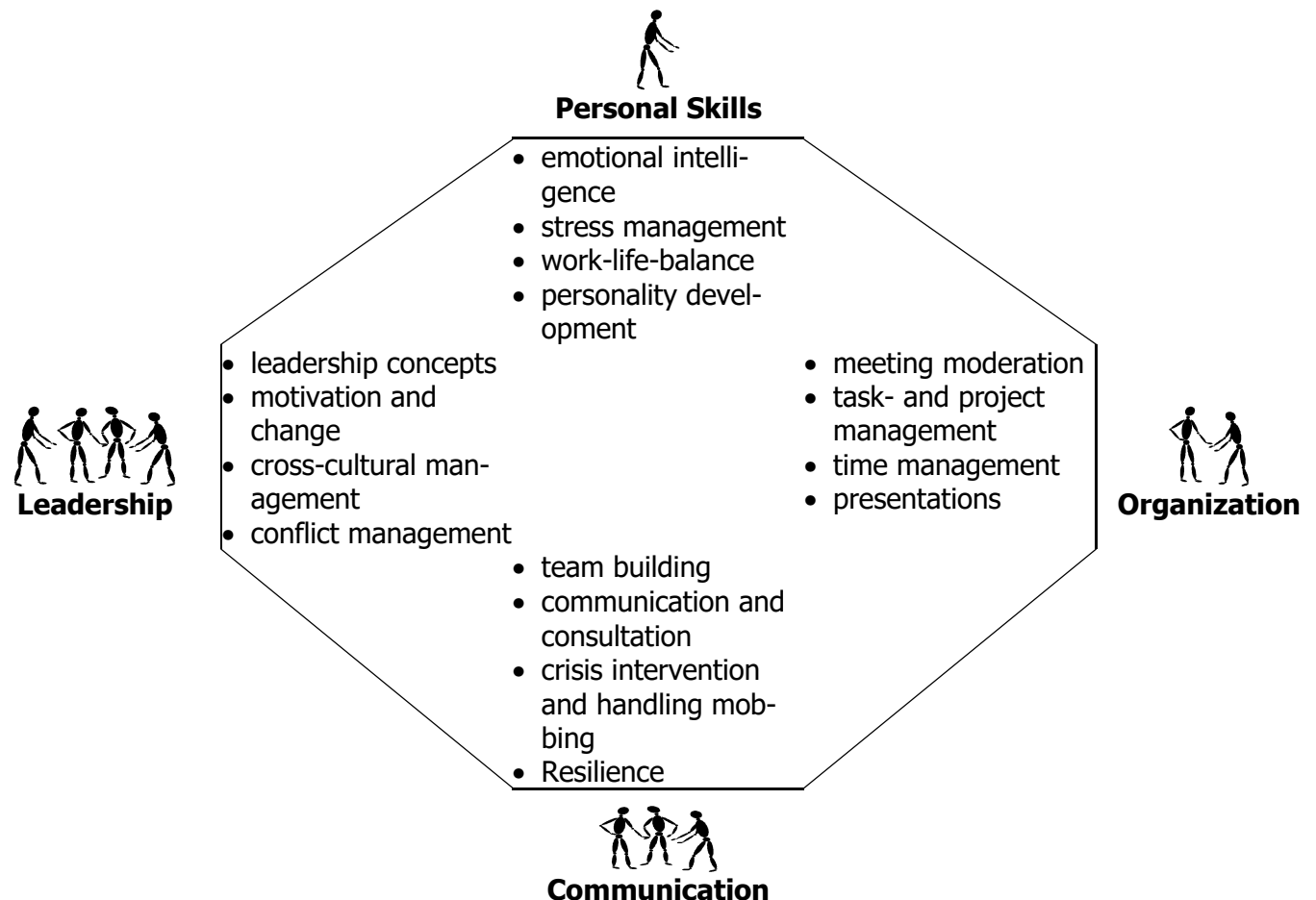
In my conflict mediations, the conflict situation is jointly reviewed and focused on first; then solutions are worked out in a structured way and scenarios are agreed upon and finally put step by step into practice. In the implementation, I look for a balance between solution-oriented focus, resource-activating atmosphere and differentiation of conflicting topics and contents. I try to deal with the complex transference of the mediation setting in a progression-oriented way. My experiences with emotionally challenging situations have taught me the importance of proceeding with caution and structure. Working in different cultures and contexts allows me to accept different concepts as legitimate and to utilize them as resources in the process of finding a solution.

Management Training:

My seminars are aimed at executives and experts who want to develop their competences on leadership or professionalize their applications of management concepts.

The seminars usually last for 2 to 3 days, but I have already held events that were half a day only, and others which lasted ten consecutive days. The smallest group I had was two participants; the biggest one had more than 150.

The seminars are designed individually according to the customer's need. A wide range of topics can be considered; e.g.: Current leadership concepts, vision building and team building, resource orientation and cultural diversity, motivation and dealing with change, communication and collective consultation, conflict management, dealing with crises and mobbing, management by objectives, work-planning with project-management-methods, moderating meetings and conferences, giving presentations, emotional intelligence, stress management, time management and work-life balance.



Feedback (1)

"The best seminar for a long time! Full match of theory and practice!"
(Seminar "Conflict Management")

"This was the most worthwhile and best seminar I have been participating in so far (I have been in IT for 20 years)."
(Seminar "Training the Trainers IT")

"The seminar was extremely interesting and personally enriching. A big compliment – keep on going this way!"
(Seminar "Dealing with Mobbing")

"I never thought that the idea of experts helping the novices would work out so well. Fantastic that people stayed committed all these weeks."
(Project "Change Management in the IT Department")

"The trainer was a good choice! His model, style, and methods to deal with difficult situations gave profound stimulation to transfer this to oneself and to stay thereby competent. In retrospect, I have become aware of this even more comprehensively."

(Letter of a participant of a seminar for women's representatives)

"Carrying out the seminar in German and English at the same time was very helpful to me."
(African participant in seminar "Cross-cultural Change Management")

"Thanks again for your great teaching method, which was also characterized by insight, wisdom and humour... :)"
(Email of the organizer of a seminar in Albania)

"Super Trainer"
(Seminar "Presentation Training")

"The feedback was outstanding."
(Client of a "Self-Management" Seminar)

"Reconocimiento. Por su colaboracion y su Excelente Disertacion en la primer modulo de la Maestria de Psicoterapia Positiva."
(President of UPTESA University, Santa Cruz, Bolivia)

"Half an hour before the meeting, I saw my name on the agenda. Hence, preparation time was similar to your seminar – but in English! However, my feeling and the feedback of my colleagues was very good: I think you can take that as proof of your seminar concept!"
(Email of a participant regarding the seminar "Presentation Training")

"Some time has passed, and I would like to thank you again personally. The seminar has given me a new perspective, professionally and privately. Many things now go much better, various aspects can be organized more easily, and I can approach things much more relaxed. With my job, this is worth a fortune."
(Email of a participant regarding the seminar "Time Management")

Feedback (2)

"I like how you involved the shy participants, too."

(Participant of seminar "Customer Orientation")

"For 15 years, we lived from our substance as a family company and made debts. Now we have put things into order, I like my job again and we make a regular profit, too."

(Managing director looking back to his coaching)

"The written feedback on the seminar was very good. The group was enthusiastic about the balance between slides, lecture, examples, and interactive units. The participants were pleased about your pleasant pace and the very helpful group exercises. Overall, the seminar was very well structured and varied, which of course pleased the candidates very well."

(Feedback for a psychotherapy training in Germany)

"Very pleasant, structured, and varied presentation that makes you want to do more with it. Mr. Henrichs' formulations are vivid and will be remembered."

(Participant of a psychotherapy seminar in Germany)

"A very great seminar with a very pleasant way of presentation. The lecturer's motivation is contagious. I would have liked to have had the seminar much earlier."

(Participant of a psychotherapy seminar in Germany)

"In the last week, I could apply my newly acquired knowledge in a conflict with a customer. I could save my employer, believe it or not, 50.000 Euro!"

(Letter regarding the seminar "Conversation and Negotiation")

"The group was very enthusiastic about your module and is already looking forward to the next module with you! The feedback was extremely positive; your interaction with the group, the practical examples, instructions for self-reflection, your competence were praised several times."

(Feedback for a coaching seminar in Germany)

"I want to thank you again for your seminar. Not only in terms of content but also in the way it was taught it was (and this opinion were all colleagues with whom I had spoken) one of the best ever events that we attended at the KBAP."

(Letter of a participant of a psychotherapy seminar in Germany)

"Thank you very much, you have a great and inspiring way of leading a seminar day, which made it much easier for me to stay attentive over the two long days. The space that is given and the feeling that everything can be important to me. A very pleasant atmosphere."

(Participant of a psychotherapy seminar in Germany)

"Not only our Founder President and I but all the participants still remember your hypnotic presentations on Positive Psychotherapy. You will find the opinions of participants of last conference who were spell bounded by your practical display of the therapy. (...) I and my faculty at Amity University Rajasthan wish to express my heartfelt thanks to you for accepting the invitation and gracing the event with your gracious presence. The participants were enlightened by your words of knowledge and wisdom and have mentioned their happiness to have been fortunate to hear from a galaxy of such eminent speakers like you. Hope to have your continued association in the future."

(Email of the head of the Psychological Institute of the Amity Rajasthan University, India)

Detailed References

Academy for Crisis Management, Emergency Planning and
Civil Defense, Bad Neuenahr

AE&E Inova, Cologne

AG Paderborn – Lower Regional Court

AIM – Assistance in Management, Bad Honnef

Amity University Rajasthan, India

Avanturo, Cologne

B.com, Cologne

BAKÖV Federal Academy of Public Administration, Brühl

Bayer, Leverkusen

BBDK Educational Institute of German Hospitals, Arns-berg

BBM International Consulting, Bonn

Beijing Haidian Psychiatric Hospital, China

Bitmap Academy, Cologne

BKA German Federal Police, Wiesbaden

Blatzheim, Bonn

BLE Federal Office for Agriculture and Nutrition, Bonn

BMF Federal Ministry of Finance, Berlin

BMV Federal Ministry of Defense, Bonn

BPB Federal Agency for Civic Education, Bonn

BWA Bonn Academy of Economy

Camtek GmbH, Weinheim

Carbon Industries, London

CDC Carl Duisberg Centers, Cologne

Central Health Insurance, Cologne

Center for Positive Psychotherapy Ankara

Center for Positive Psychotherapy Beijing

Center for Positive Psychotherapy Istanbul

Center for Positive Psychotherapy Tirana

Chaoyang District Hospital, Beijing

Chamber of Agriculture Weser-Ems, Bad Zwischenahn

China Academy of Agriculture Sciences, Beijing

China Training Centre for Senior Personnel Management

Officials (CTCSPMO), Beijing

Christian Hospital Quakenbrück

Covestro AG, Leverkusen

Cyprus Mental Health Institute (CMHI)

Dalian Huicheng, China

DBB German Federation of Civil Servants Academy, Bonn and
Berlin

DESTATIS Federal Office for Statistics, Bonn

Die Gute Hand, Biesfeld

Dongcheng District Psychiatric Hospital, Beijing

DVK German Academy of Sales, Bonn

Einsnull Support, Leipzig

Federal Office for Defense Administration, Bonn

FGFC-Trade-Union, Luxemburg

Forum Edith Stein, Neuss

FRT Formfactor GmbH, Bergisch Gladbach

German Association for Transcultural and Positive Psychothe-
rapy (DGPP), Wiesbaden

German Telekom, Bonn

GIZ German Agency for International Cooperation, Bonn und
Eschborn

ICAS, Frankfurt

IGFM International Association for Human Rights, Frankfurt

IFS International Movie School Cologne

IAPP International Academy for Positive and Transcultural
Psychotherapy, Wiesbaden

Institut for Psychotherapy and Psychoanalysis Rhein-Eifel,
Andernach

InWEnt Federal Foreign Aid and Development Agency, Co-
logne

Jansky Consulting, Oestrich-Winkel

Jilin North China University

KBAP Cologne-Bonn Academy for Psychotherapy

Liaocheng No4 people's hospital, Shandong, China

MAK Media Academy Cologne of Bertelsmann Foundation

Marco Polo Bridge Community Hospital, Beijing

MMC Studios Cologne

Netherlands Board of Tourism & Conventions, Köln

New Health China, Beijing

Nanyuan Hospital, Beijing

No1 Hospital of Hebei University, Shijiazhuang, China

No.1 Middle School of Neihuang County, Henan, China

Ofischer Academy, Cologne

OLG Hamm – Higher Regional Court

Postbank Data, Bonn

Puhuanguyu Community Health-Center, Beijing

Rumanian Association for Positive Psychotherapy, Cluj-
Napoca

RWTH University of Technology Aachen

sd&m Software, Design and Management, Munich

Sevenval, Cologne

Sina Professional Exchange, Beijing, China

Strictly People, Bonn

Skill Business Partner, Cologne

Sinoma Science & Technology, Beijing, China

Tank & Rast, Bonn

Therapy centre for victims of torture (TZFO) of

Caritasverband für die Stadt Köln e.V., Köln

THW Federal Agency for Technical Relief, Bonn

Tie Ying Hospital, Beijing

TOP Trainer, Organization, Human Resource Develop-ment,
Bonn

Transfer Consulting, Cologne

Tsinghua University, Beijing, China

UET European University, Tirana, Albania

UTEPSA University, Santa Cruz, Bolivia

VDI Association of German Engineers, Düsseldorf

VAF VDF Association of Executives, Essen

WDR - Westdeutscher Rundfunk Köln

WIAP Wiesbaden Academy for Psychotherapy

WIP Wroclaw Institute for Psychotherapy, Poland

Xinjiang Mental Health Hospital, Urumqi, China

ZAP Training Institute for Psychotherapy, Bad Salzuflen

ZIST Academy for Psychotherapy, Penzberg

International Projects:

Afghanistan, Albania, Bulgaria, Bolivia, China (Beijing, Dalian,
Jilin, Liaocheng, Shijiazhuang, Urumqi), Great Britain, Iraq,
Italy, India, Kosovo, Latvia, Luxembourg, Austria, Poland,
Romania, Switzerland, Tajikistan, Turkey, Turkmenistan,
Ukraine, USA, Cyprus.

Online additionally, a.o.: Armenia, Azerbaijan, Australia,
Yemen, Mexico, Russia, Syria, Tunisia.

Further countries online in the individual setting.