

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

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



## **Executive Development with Expert Depth and International Scope**

*Executive Coach and Psychotherapist with a Positive Approach from Cologne, Germany*



**Christian Henrichs**  
Dipl.-Psych., M.Phil., born 1969

**Executive Coach  
Psychotherapist  
Cologne, Germany**

**Christian Henrichs is an internationally experienced executive coach and psychotherapist from Cologne, Germany. He uses a cross-cultural 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 practice, on advising executives and teams in various organizations, and on the education and training of psychotherapists and coaches worldwide. In the last 15 years, he has done seminars and 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 (aprobation, chartered psychotherapist), certified coach and industrial and organizational psychologist (BDP, EFPA), state-recognized lecturer, teaching therapist and supervisor for psychodynamic psychotherapy (LPA NRW), master trainer and supervisor for positive psychotherapy (WAPP, DGPP), transcultural psychotherapy (IAPP), European and world certificate for psychotherapy (EAP, WCP), studies in Germany and England, student and co-worker of Nossrat Peseschkian (1933-2010, founder of positive psychotherapy), visiting professor in Bolivia and China, 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 events on psychological and on management topics. At the same time, he has built up his work with individual clients – including executives at all levels 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. He is married in an intercultural marriage, has two children, and is 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 their partnership or for general counselling 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). Outside the individual setting, I advise teams and groups in change processes and conflicts and train therapists and coaches in various countries."*

## **References (sample):**

Bayer  
Telekom  
AE&E Inova  
Tank & Rast  
RWTH Aachen  
Postbank Data  
German Federal Police (BKA)  
Sinoma Science and Technology  
Federal Ministry of Defence (BMV)  
Association of German Engineers (VDI)  
Federal Agency for Technical Relief (THW)  
Software, Design and Management (SDM)  
Wiesbaden Academy for Psychotherapy (WIAP)  
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.

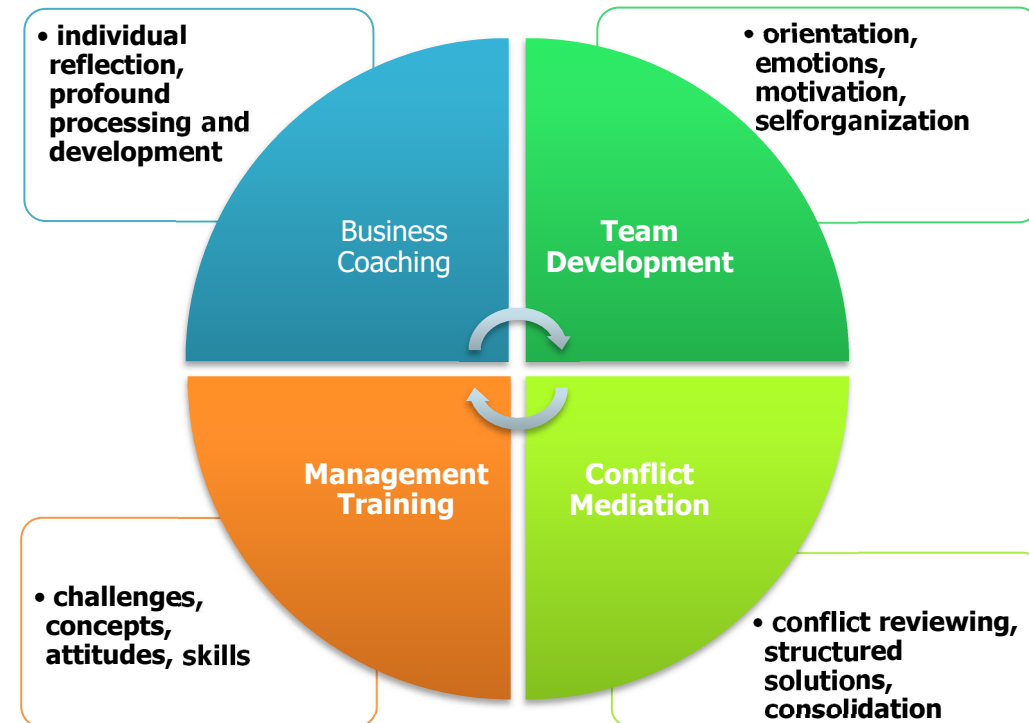


**EuroPsy**

## Services for Management

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

- In **Business 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.



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## **Management Services in Detail**

### **Business Coaching:**

My business 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 am proceeding 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, 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.

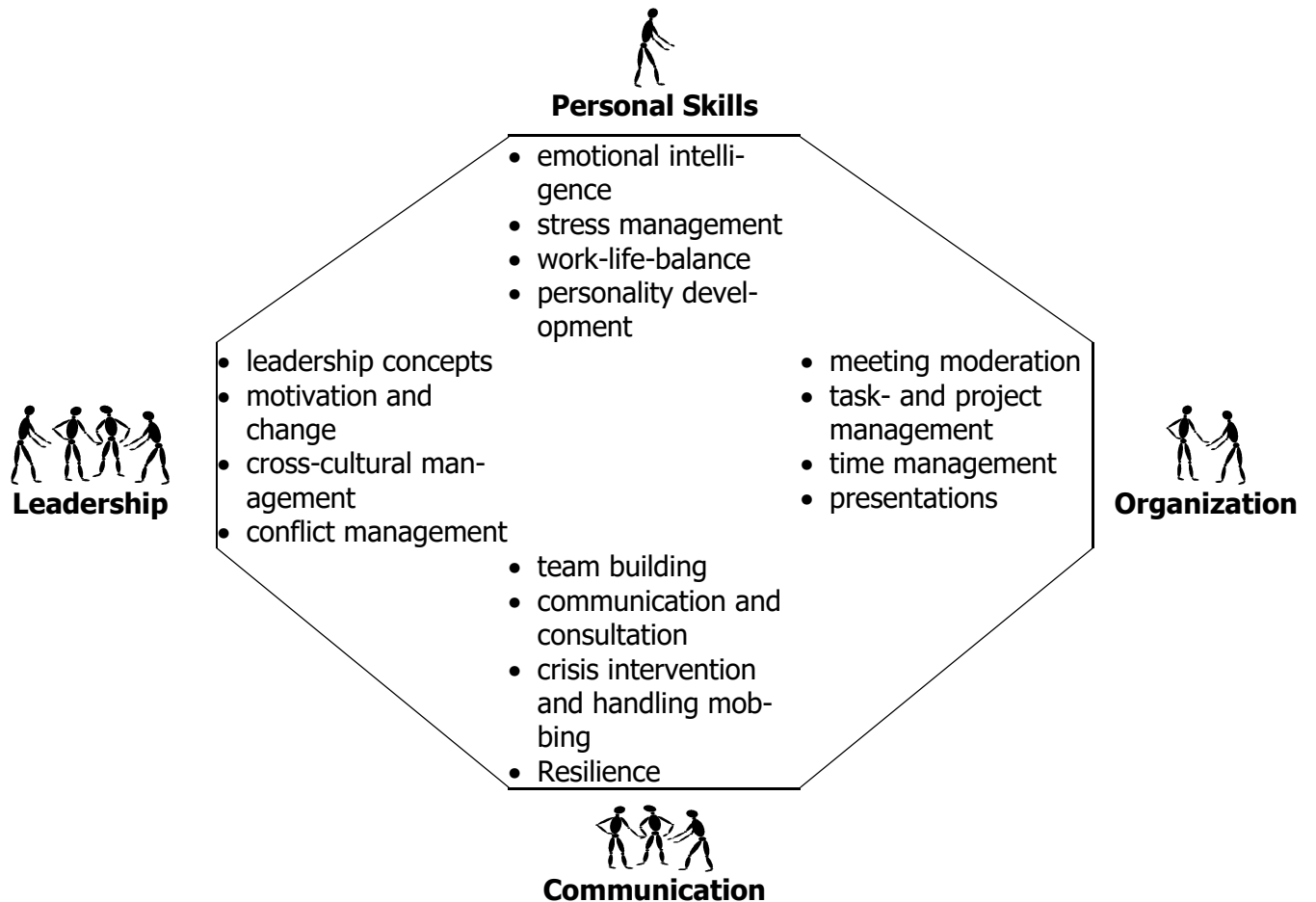


## Management Training:

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 in a row. 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.



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## 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. Actually, 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 humor... :)"  
*(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)*

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## 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  
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  
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  
German Association for Transcultural and Positive Psycho-  
therapy (DGPP), Wiesbaden  
German Telekom, Bonn  
GIZ German Agency for International Cooperation, Bonn  
und Eschborn  
ICAS, Frankfurt  
IGFM International Association for Human Rights, Frank-  
furt  
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,  
Cologne  
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  
Puhuangyu Community Health-Center, Beijing  
Rumanian Association for Positive Psychotherapy, Cluj-  
Napoca  
RWTH University of Technology Aachen  
sd&m Software, Design and Management, Munich  
Sevenal, 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, D'Dorf  
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



## What is Positive Psychotherapy?



*If you want to bring the country in order,  
bring the provinces in order.  
If you want to bring the provinces in order,  
you have to bring order to the cities.  
To bring order to the cities,  
You must bring order to the families.  
If you want to bring order to the families,  
you must bring order to your own family.  
If you want to bring order to your own family,  
you must bring order to yourself.*

(Confucius)

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The name Positive Psychotherapy (PPT) is derived from the Latin word "positum", i. e. from what is factual and given. Disorders and conflicts within a client are not the only things that are factual and given. The client also has the capacity for dealing with the conflicts. PPT integrates psychodynamic with cognitive-behavioral aspects of psychotherapy based on a positive, transcultural, and interdisciplinary approach. It is conflict-centered and resource-orientated and has been developed by Nossrat Peseschkian (1933-2010) and co-workers since 1968. It has been approved as a scientifically based, psychodynamic method of psychotherapy by the German governmental institutions and chambers, the European Association of Psychotherapy, the World Council of Psychotherapy and many national bodies all over the world.

PPT has an original approach: It uses a set of basic concepts that are phrased in every-day language so that they can be easily understood by both therapist and patient.

Due to its accessible nature, PPT has been successfully applied not only in psychotherapy but also in education, training, and coaching. It is now widely spread across the world: it has been introduced in more than 80 countries, institutions have been established in more than 20 countries, the major books have been translated in more than 20 languages and various programs at university and postgraduate level have been established.

PPT is based on the conviction that all men are good by nature and that they have two basic capabilities: the capability to love and the capability to know. Conflicts are interpreted as challenges to the development of these capabilities. On this basis, a lot of innovative concepts and techniques have been developed for the therapeutic process. Two examples:

*The Balance Model:* Human life takes places and can be described in four modes: body/senses, achievement/mind, contact/tradition, and fu-

ture/fantasy. In conflict, every person develops her or his preference for dealing with the problems that arise. Example: The father reacts by escaping to his work (achievement); the mother reacts by meeting her friends (contact); the child reacts with physical complaints (body).

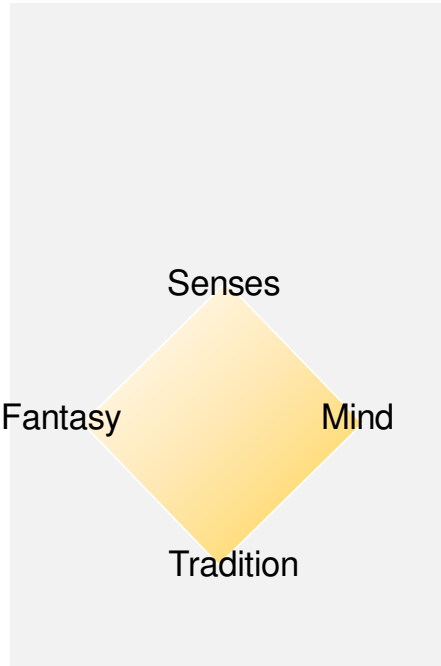

*Stories, Wisdom, Transcultural Examples:* Stories, wisdom and examples from other cultures are of particular importance in PPT. These enable creatively to provide a conflict resolution and also serve as a reminder for future situations. For example, an oriental who comes home relaxes right in the center of noise and chatter of all his family members and neighbors; whereas a westerner rather seeks to relax alone and in a quiet environment.

PPT has proven to be highly effective in awarded clinical studies. Beyond the therapeutic setting, PPT provides an innovative approach to social and political topics of conflict in the age of globalization – such as education, prejudice, materialism, fundamentalism, migration, and worldwide development. On an international level, it is represented by the World Association of Positive Psychotherapy (WAPP) and promoted by the International Academy of Positive and Transcultural Psychotherapy (IAPP) – Peseschkian Foundation. Its main training institute, Wiesbaden Academy for Psychotherapy (WIAP), is one of the largest institutions for state-recognized postgraduate training in psychotherapy. Prof. Nossrat Peseschkian, the founder of PPT, was awarded the order of merit of the federal republic of Germany in 2006.

*Introductory Reading:* Peseschkian, N. (1996), *Oriental Stories as Tools in Psychotherapy*.

*Further Information:* [www.positum.org](http://www.positum.org) and [www.peseschkian-stiftung.de](http://www.peseschkian-stiftung.de).

## Differential Analytical Inventory (DAI)

Secondary Capacities <i>Capacity to Know</i>		Primary Capacities <i>Capacity to Love</i>	
	<ul style="list-style-type: none"> <li>Punctuality</li> <li>Clearness</li> <li>Orderliness</li> <li>Obedience</li> <li>Politeness</li> <li>Openness</li> <li>Faithfulness</li> <li>Justice</li> <li>Diligence</li> <li>Thrift</li> <li>Reliability</li> <li>Precision</li> <li>Responsibility</li> </ul>		<ul style="list-style-type: none"> <li>Love</li> <li>Model</li> <li>Patience</li> <li>Time</li> <li>Contact</li> <li>Sexuality</li> <li>Trust</li> <li>Confidence</li> <li>Hope</li> <li>Faith</li> <li>Doubt</li> <li>Certainty</li> <li>Unity</li> </ul>