

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

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



Executive Coach · Psychotherapist · international Trainer

Psychological services with expert depth and international scope

Christian Henrichs is an executive coach, licensed psychotherapist, and internationally experienced trainer from Cologne, Germany. He is President of the German Association for Positive and Transcultural Psychotherapy (DGPP). His international work comprises projects in more than 20 countries and over 80 organizations.

He combines psychological expertise with management know-how, intercultural experience, and a humanistic attitude. His main areas of work include providing psychological services in his own practice, advising executives and teams, and training therapists and coaches around the world.

 **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 professorships in Bolivia and China, former board member of the World Association for Positive and Transcultural Psychotherapy (WAPP), holder of the International Positive Psychotherapy Award.



Christian Henrichs

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

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Since 2001, Christian Henrichs has independently been conducting projects on psychological and management-related topics. He works with individual clients, including executives at all levels — from DAX-listed companies to government-related organizations. A key focus of his work is his international activity: In China, he has led training projects in various cities and worked with executives from both the public and private sectors. In Bolivia and Albania, he opened newly established university master programs. In Turkey, Cyprus and Poland, he promoted the establishment of psychotherapy centres for many years. In Afghanistan, Turkmenistan and Ukraine, he conducted conflict mediations in international teams. Online projects connect him with target countries such as Iran, Yemen, Mexico, Russia, Syria, or Tunisia. He is in an intercultural marriage, has two children, and has been an active member of the German Bahá'í community for many years.

"My clients contact me with quite different concerns — e.g. during an emotional crisis, for professional development, or for general reflection and consultation. At the outset, we jointly clarify the starting point and objectives — then we work step by step from there. Strengthening personal resources and developing practical solutions go hand in hand. Following the motto: 'There is no elevator to happiness — you have to take the stairs' (Nossrat Peseschkian). In other contexts, I advise teams and executives on conflicts and change processes, and train therapists and coaches in various countries."

International Projects (excerpt):



References (excerpt):

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



Services for Management

I regularly advise executives and experts on leadership topics, in change processes, and in crisis situations. My service areas complement each other depending on the assignment context and learning objective:

- In 🎯 **Executive Coaching** — process-accompanying, guided learning that creates space for practice-oriented resource development and deeper processing.
- 🤝 **Team Development** — for work groups that want to position themselves well in a changing environment; focus on motivational and emotional issues as well as strategic focus, self-organization, and internal collaboration.
- ⚖️ **Conflict Mediation** (e.g. in teams, projects, or in leadership dialogue) — problems are jointly inventoried, solutions developed, scenarios agreed upon, and implemented step by step in practice.
- 📊 **Management Trainings** — thematically oriented: general challenges are reflected upon, concepts presented, and their application conveyed.



Management Services in Detail

Executive Coaching:

My coaching services are aimed at executives and experts who want to develop further in light of new responsibilities, who want to deal better with work-life issues, or who are looking for a constructive, learning-oriented approach to current conflicts. Coaching is a particularly sustainable form of professional development, in which complex emotional and methodical skills are practiced and consolidated through everyday challenges. The duration and frequency of coaching sessions are agreed freely. The development of personal resources is just as important as working out practical solutions. Possible topics for coaching include, for example: leadership concepts, dealing with team members, executives, and the organizational environment, team development, change management, conflicts, crises, work-life balance, stress management, resilience, professional identity, motivation, values, attitudes, mindset, decision-making, biographical reflection, cultural awareness, bullying, emotional intelligence, time management, work organization, self-presentation, communication.

Team Development:

My team development offering is aimed at work groups that want to position themselves well in a changing environment. The focus is on actively engaging with motivational and emotional issues, as well as further developing strategic focus, work-related self-organization, and internal collaboration. In the corresponding workshops, I place particular value on a coherent event structure for "head, heart, and hand." Depending on the context, this might involve, for example: team members getting to know each other better, developing a shared vision, clarifying attitudes and values, analyzing the systemic environment and its history, appreciative activation of resources, working on communication and leadership dialogue, self-organization within sub-teams, standards of collaboration, or collective work planning. There is also room for shared experiences outside the work agenda. As an experienced coach and therapist, I can assess emotionally more difficult topics well and, if needed, address them within the team. However, I proceed with situational caution here — following the motto: 'You should only open what you can also close again.'

Conflict Mediation:

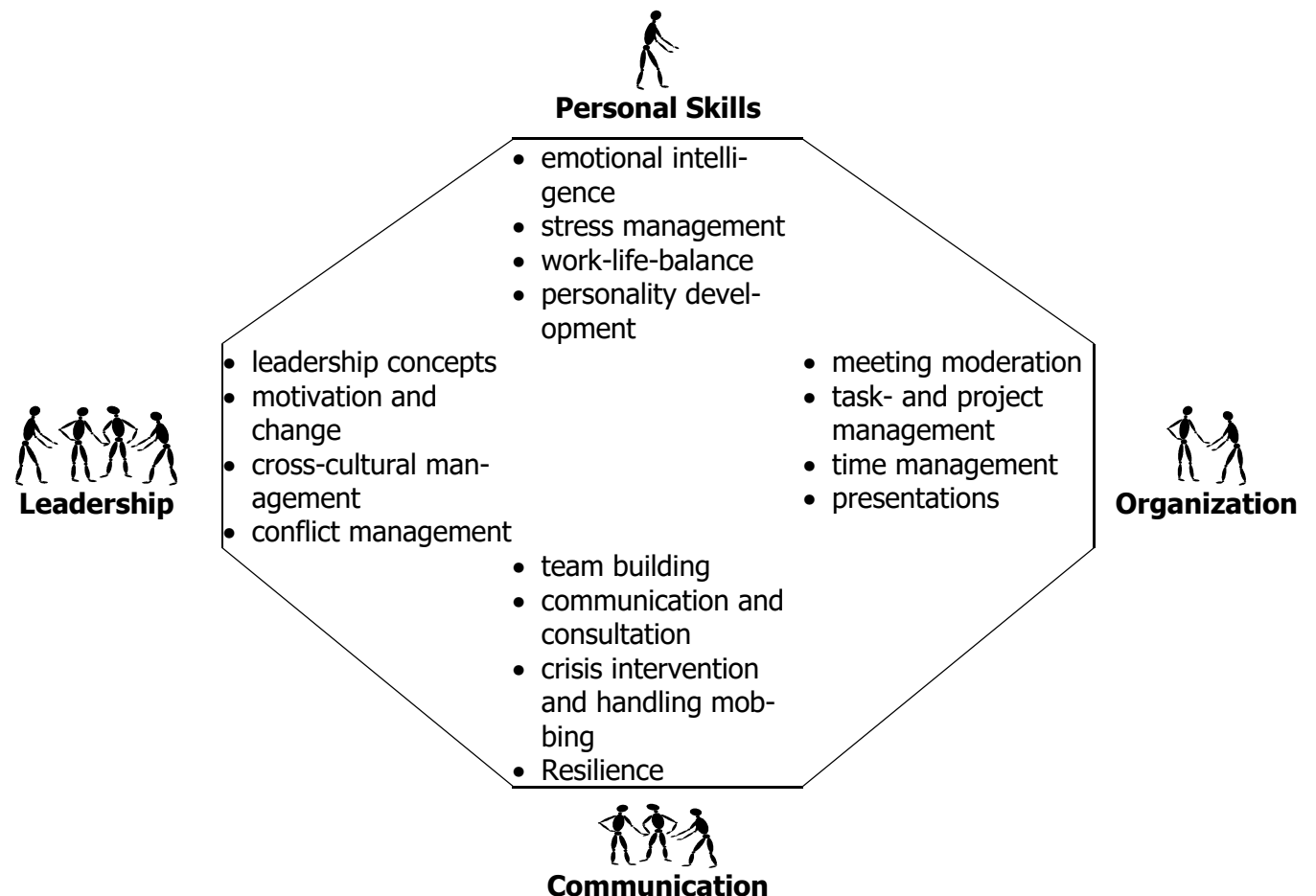
In conflict mediation, I help teams and executives clarify entrenched working relationships and develop viable solutions. The process is structured: problems are inventoried in a protected setting, practical agreements are reached, and these are gradually anchored in everyday practice. Following the motto 'friction generates warmth,' my experience in emotionally charged as well as intercultural contexts helps me take in different perspectives in a de-escalating way and use them as a resource for lasting clarity. If needed, the process extends over several sessions with accompanying individual conversations — to ensure the changes take hold individually, to translate agreed steps into practice, to reflect on current developments, and to further shape solution scenarios.

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 (Federal Criminal Police Office), 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
FTI Consulting, Brussels
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 and
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
Karl Rahner Academy Cologne
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, Pakistan,
Poland, Romania, Switzerland, Tajikistan, Turkey, Turkmeni-
stan, Ukraine, USA, Cyprus.
Online additionally, a.o.: Armenia, Azerbaijan, Australia,
Yemen, Mexico, Russia, Syria, Tunisia.
Many other countries online.