



Milton-Erickson-Institut
Heidelberg

CERTIFICATE

Bijan Kholghi

has graduated the training curriculum

Competence-activating Hypnosystemic Concepts for Coaching,
Personality, Team and Organisational Development
- Hypnosystemic Cognition Coaching -

under the direction of Dr. med. Dipl.rer.pol. Gunther Schmidt successfully.

Period of the training curriculum: 03.12.2015 to 19.07.2017

The curriculum with 9 modules of 3 days (162 hours) and 2 supervision modules of 2 days (32 hours) according to the quality criteria of the German Federal Coaching Association (DBVC).

In the training curriculum, the entire spectrum of systemic and competency or solution-focused methods for the analysis and synthesis of the processes of individuals, teams and organizations and their dynamics of change including the associated intervention strategies (detailed information on the main focus of the content can be seen in the attached appendix) were taught.

A further education recognized by  DBVC

Heidelberg, den 17.07.2017


Dr. med. Dipl.rer.pol. Gunther Schmidt
Milton-Erickson-Institut Heidelberg

Annex to the Certificate of Further Education "Competence-activating hypnosystemic concepts for coaching, personality, team and organisational development (Hypnosystemic Cognition Coaching)" of the Milton-Erickson-Institute Heidelberg

Focus of the further education:

- Systemic competence-activating methods for the analysis of organisational and interaction patterns
- Circular question methods as indirect, competence stimulating invitation techniques in organizational consulting and coaching
- Systemic analyses and uses of order contexts
- Systematic techniques for order design and use of conflicting orders
- Solution-focused intervention aids for the development of constructive cooperation patterns and competence-focused perception design
- Systemic solution-focused strategies for the development of precisely fitting target constructions and solution awareness
- Systemic solution-focused concepts for career planning
- Systemic solution-focused strategies for the reactivation of unconscious competencies
- Strategies for the use of problems as successful triggers for resource-promoting states of consciousness
- Hypnosystemic intervention options:
 - Positive connotations, organisational and team choreographies, utilisation techniques, design of competence-focused tasks, "do as if" interventions, systemic moderation, work with metaphors, rituals and symbols, dissociation strategies and multiplicity models and their synergetic optimisation
- Competence-promoting handling of role confusion and order ambiguities in organisations
- Possibilities of personality development through imagination and strategies for synergy of intuition and cognition
- Systemic-solution-oriented intervention techniques for working with groups and teams
- Intervention planning and design for team measures that promote cooperation and make competences perceptible, target-oriented synergy in team systems
- Context-specific promotion of management and employee potential and motivation development
- Systemic intervention strategies for optimising the diverse roles of managers, e.g. optimising the tasks of management and coaching employees
- Strategies to transform deficits into activating team skills
- Systemic solution-oriented conflict management and mediation strategies
- Hypnosystemic concepts for "Learning Organizations"
- Hypnosystemic strategies for change management tasks: Co-evolution of an optimal balance between change and sustainable "change processes" as a structure of systemic organizational patterns for "win-win" situations