



Symbolon-Profile-Training 2020-21

Become a Reflection-Expert and Symbolon-Specialist

The **Symbolon-Method**[®] makes individual needs, life principles and values visible when reflecting selected masterpieces. Personality development is encouraged and experienced in a valuable way.

In the **Symbolon-Profile-Training**, you will learn how to use a variety of works of art as association-platform within one year and to play out unused potentials. The practice-oriented course is based on the experience of more than 10,000 Symbolon-Potential-Analyzes. You qualify in Module 1 for the application of the Symbolon-Profiles. In Modules 2 to 4, which you can complete within one year, you will learn to apply the Symbolon-Profile Intensive for Executive Coaching, Team Workshops or for organizational development processes. You reflect on yourself and gain profound and unique expertise at the highest level.

The **ICF** (International Coach Federation) has accredited the Module 1 of the Symbolon-Profile-Training. Module 1 (with E-Learning, E-Training and certification) is accredited by the **ICF** as an **ACSTH** (Approved Coach Specific Training Hours) training with 65 hours of coaching and specific training.



Target Groups: Consultants, coaches, trainers, personnel specialists and persons who have a professional and personal interest in personality and potential development, who want to work with art works and who want to be effective in the market as specialists in the field of reflection competence. Executives, managers and project leaders who are open and ready to expand their leadership skills, experience and reorient themselves.



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1. Reveal Access to the Inner Source



The Symbolon-Profile-Training provide in-depth coaching and training skills. Exciting theory and touching practice support your personal potential-development.

The differentiated and individual examination of art works promotes a continuous development on a personal level and enables a direct and professional implementation at the customer level.

The aim of the training is learning to balance yourself, coming into a natural flow and getting access to your inner source.

This creates the ideal condition for you, to take a strong stance in the coaching and consulting market. You accomplish essential impacts and are successful in the day-to-day implementation.

«It is worthwhile to patiently observe what is happening in the soul in silence, and the best is done when it is not regulated from outside and above.»
 Carl Gustav Jung

Image Translation

When we connect to the inner source of knowledge and self-awareness, we can derive clarity and strength from it. The stonewall in Jean-Auguste-Dominiques Image 'The source' symbolizes stability and support, the tree development and growth, the water depth and the flow of life, the vessel taking and giving and consciously dealing with life.

The following questions lead to self-reflection with the artwork:

How am I connected to my inner source?

What do I need so that I can use the inner clarity and strength?

Why is it my concern to assist my customers in researching their depths?

2. Core Elements of the Profile-Training

Highest Quality in coaching and training

The quality of the encounter between coach and client is decisive for the overall development process. Top performance is required from the coach to accompany members of the management team and the executive level on their personality development. Strong coaches and trainers are keen to reflect on their own and to grow steadily. They have the courage to methodologically and personally go beyond their own limitations. They offer high levels of support to their customers for complex challenges and future issues.



They have the courage to methodologically and personally go beyond their own limitations. They offer high levels of support to their customers for complex challenges and future issues.

The Symbolon-Profile-Training expands the perception of art, symbolism, archetypes and potential development in unimagined ways. Widespread practice of the Symbolon-Method® results in profound insight, pattern transformation, and transformative personality development. Your sensors will be refined, thanks to the intensive contacts with works of art and thereby enrichen your life. Your professional appearance gains strength and solidity.

Strengthen self-development through reflection competence

Decision-makers gain intrinsic reinforcement and reflection competence through appreciative, reflective coaching. Self-knowledge is the key to being able to effectively use one's own resources and potential. The virtual, flexible work environment opens unprecedented dimensions of leadership and synergies. The inner attitude and the relationship to oneself are crucial to achieve an efficient and effective relationship management in the global communication space. The clear and centred personality creates a network of trust and reliability. People are grateful for genuine encounters with content and appreciation.

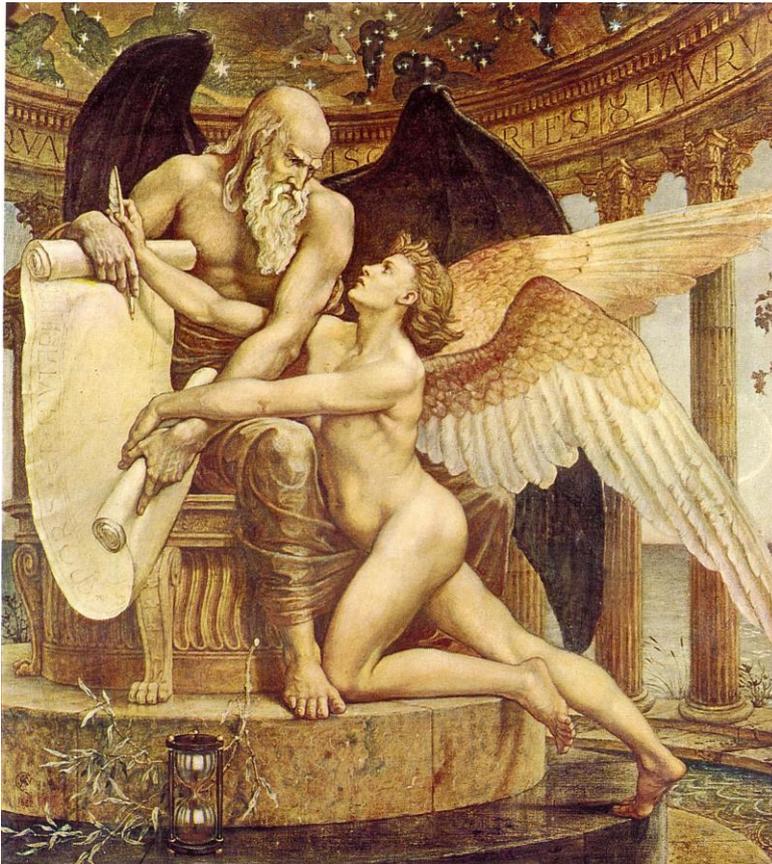
E-Learning and practice units

Through the Symbolon E-Learning, you will work on selected topics, to prepare yourself for the practice units at your own pace.

All participants come optimally prepared to the practice units of the E-Training or the on-site days. The focus lies on the utilization and consolidation of the learned content.



3. Understand and speak Symbol Language



The Symbolon-Method® uses your associations to symbols, archetypes, and images to make the invisible visible.

During training, you learn the symbolic language, studied in psychology and cultural sciences, and develop a deepened understanding of the symbols.

A core area of the Symbolon-Method® is the translation of the symbolic content of artworks into the economic context.

The Symbolon reflexion processes are oriented towards work related topics and organizational development.

«Symbols have not only one, but several meanings ... The right interpretation depends on the context, that is, the associations connected with the dream symbol and the actual mental state of the dreamer.»
Carl Gustav Jung

Image Translation

For example: Walter Crane's 'The Wheel of Fate' portrays multi-layered symbols. These can be subjectively translated in relation to us as viewers or objectively in relation to what happens around the viewer. In the symbolic translation, the old man stands for wisdom. His black wings stand for the integration of shadow and weakness. The young man symbolizes openness and the inexperienced, the paper-roll stands for knowledge which is passed on. The hourglass symbolizes time and transience. The dome with the stars symbolizes the universe and the entirety. The sea in the background represents the collective unconscious. This artwork symbolizes, in relation to space and time, the totality of human existence in which man can reflect himself. The individual interaction with the work makes us aware of the inner aspects of timelessness in which the circle closes.

The following questions lead to self-reflection with the work of art:

- Am I aware of my various personalities and can I live as one whole?
- How do the transience and the relativity of space and time affect me?
- Do I want to accompany my customers in the inner holistic process of awareness with images and symbols and mirror them in their personality development?

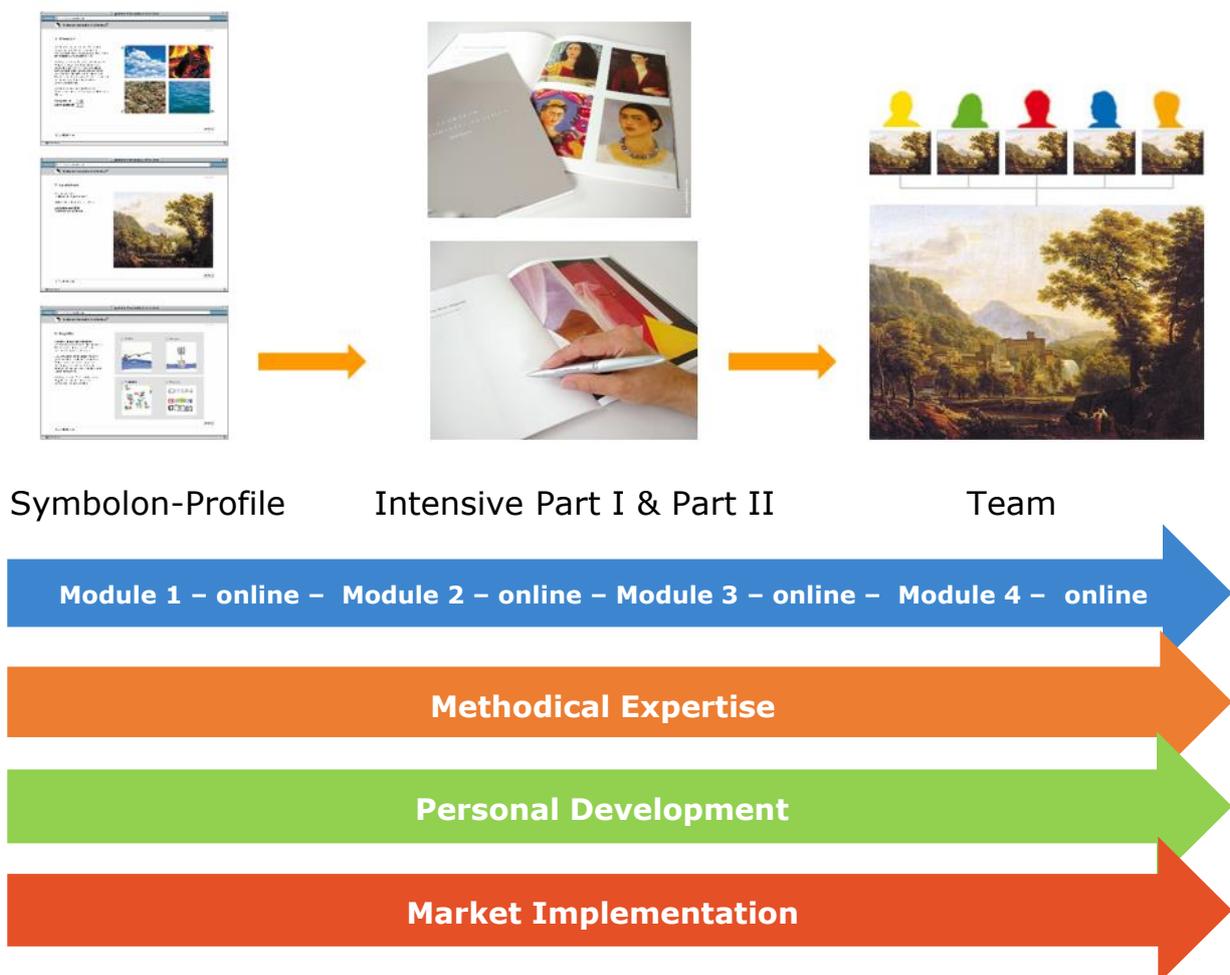
4. Modules of the Symbolon-Profile-Training

Training to become a Symbolon-Specialist and Reflection-Expert

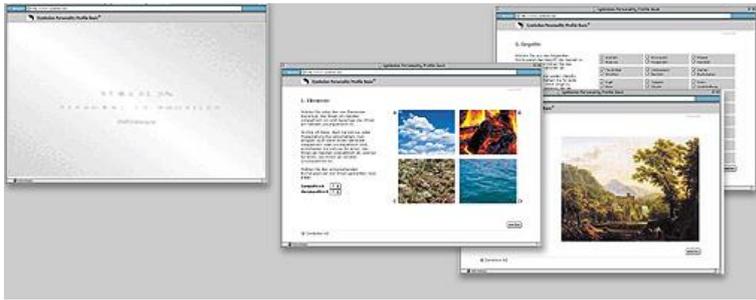
During the Symbolon-Profile-Training you will learn the professional application of the Symbolon potential analyses in one year and become a Symbolon-Specialist. The four modules build up on each other and teach you the application of the Symbolon potential analysis in stages. The holistic psychoanalysis according to C.G. Jung, with its concepts of the archetypes, the symbolic language and type theory, forms a core part of the course. The first module will teach you the Symbolon question technique and the themes and pictures of the Symbolon-Profile, which you can apply after completing the individual certification. During the second and third modules you will develop the themes of the Symbolon-Profile Intensive, acquire more questioning techniques and learn how to lead the several-hour coaching process. The fourth module is dedicated to team and organizational development based on the Symbolon-Profiles Team. After the respective course module, you have the opportunity to plan and go through the individual certifications at your own pace. Each module consists of E-Learning and attendance days.

Multidimensional development

During the Profile-Training year, the focus will be on the three basic development themes: methodological competence, personality development and market implementation. Depending on your needs, you will receive individual support at the highest level in the E-Learning phases and during in the practice units via E-Training or the seminar days on-site. The participants also meet virtually between the modules according to demand and individual planning for exchange.



4.1. Module 1: Symbolon-Profile



Contents E-Learning preparation Module 1

(about 2 days, form the prerequisite for the practice units)

In the independent preparation with E-Learning mainly online material is used (in total about 16 hours).

The E-Learning courses show Christine Kranz as a lecturer or coach and explain the theoretical knowledge up close. All content and related questions are included in the E-Learning chapters.

- Introduction to the Symbolon-Method®
- self-study of the books, 'Self-Reflection to Success' and 'Animal Potential'
- Coaching skills with the ICF Code of Ethics and principles
- The effect of resonance and association
- Principles and application of the symbol language
- Shadow topics, processes of awareness and integration processes
- Polarity and stress field transformation
- Introduction to the guided museum tour Symbolon Art4Reflection
- Introduction to the Symbolon question technique with the ICF Core Competencies
- Basic concepts, objectives and benefits of the Symbolon-Profile
- The four elements and their basic dynamics within the personality
- Color symbolism and atmosphere
- Typology and the handling of typological diagnoses in the workplace

Content and duration of the practice units Module 1

E-Training (about 28 hours) or **seminar days on-site** (3 days)

You will complete the practice units of Module 1 either in E-Training or during the seminar days on-site.

- In E-Training you work online and live with a trained Symbolon Trainer in 7 online sessions of 4 hours each, via Zoom. Preconditions are the chapters of the E-Learning for a total of 16 hours. After each E-Training you will prepare for the next session with the corresponding E-Learning chapters. The whole process of E-Learning and E-Training takes about 6 weeks.

The contents of the E-Training and the seminar days on-site include the following:

- Deepen the E-Learning content through exchange and practice
- Participation in Symbolon Art4Reflection in an art museum in Vienna
- Use of the Symbolon-Profile in peer coaching
- Feedback and supervision

Contents E-Learning follow-up Module 1 (approx. 5 hours)

- Marketing and sales with the Symbolon-Profile
- Handling the Symbolon license
- Purchase and sale of Symbolon-Profile
- Symbolon Support online supervision, market presence, ...

- Philosophy and successful implementation of the Symbolon consultation
- Quality management and support of Symbolon AG
- Preparation for the Symbolon-Profile certification with 4 case studies to choose from

Symbolon-Profile Certification

(possible after the practice days or E-Learning trainings of module 1)

Analysis including written evaluation of a submitted one-hour Symbolon-Profile consultation, written feedback protocol plus oral feedback interview. (You will charge the client the Symbolon-Profile and the advice)



International recognition

You certify yourself with the ICF Approved Coach Specific Training Hours and can apply for an ICF membership and an ACC coach certification.

This module comprises 65 hours, of which you will complete 53 hours in "Core Competencies" and 12 hours in "Resource Development". (Status until 31st July 2023)



4.2. Module 2 & 3: Symbolon-Profile Intensive Part 1 & 2



Contents E-Learning Module 2 & 3

(about 4 days are required for on-site days)

- Basic concept, goals and benefits of the Symbolon-Profile Intensive
- Extension and deepening of symbolic language and symbolic understanding
- Complexes, transmission and countertransference
- Animal symbolism and the motivational structure
- Personality development consistent with the situation in the organization
- Ethics and values in companies and in business, possibilities and limits
- Translate into the economy archetypes: the Source Development System
- The feminine and masculine principle in personality and in business
- Correspondence symbolism
- Tree symbolism
- Vision
- Case Studies from Symbolon-Profile Intensive Consultations
- Marketing and sales support for management and management levels
- Preparation for the Symbolon-Profile Intensive Certification:
2 case studies, with a total of about 10 hours of E-Learning material

Contents practice units Module 2 & 3 (5 days)

- Deepening of E-Learning content through practice
- Use in mutual coaching with the specific 12 themes of the Symbolon-Profile Intensive
- Discussion of individual case studies
- Feedback and supervision

Symbolon-Profile Intensive certification

- Written exam (1 hour) towards the end of the practice units of module 2 & 3.
- Preparation for the Symbolon-Profile Intensive Certification: 2 case studies, with a total of approximately 10 hours of E-Learning material
- Analysis of a submitted two-hour Symbolon-Profile Intensive consultation with feedback (You will charge the client the Symbolon-Profile Intensive and the counseling)

Symbolon-Profile Intensive Certification

Guidance and support in the preparation and follow-up of a Symbolon-Profile Intensive Training. (You will charge the client for the preparation and follow-up of a Symbolon Profile Intensive Workshop)



4.3. Module 4 : Symbolon Team- & Organisational development



Contents E-Learning module 4

(about 1.5 days, the basis for the on-site days)

- Basic concept, goals and benefits of the Symbolon-Profile Team
- The team constellation and its effect on the group dynamics
- The position of the manager
- Shadow topics in teams and their impact
- Learning opportunities in teams
- The four elements and the basic structure in the team
- Color symbolism and atmosphere with the corresponding expectations
- Typology and the handling of communication
- Process monitoring and integration
- Needs of individuals and goals of the whole
- Social skills and their implementation
- Female and male principles in the company
- Team training modules with art images: training introduction, interface reflection, goal definition
- Expectations of the team and dealing with everyday challenges
- The nature of responsibility and hierarchy levels
- Internal positioning and its effect on the organization
- Strategy building and its implementation in the organization
- Corporate Values
- Visions
- Exercise sequences with video recordings and feedback
- Case Studies
- Marketing and sales support for team and organizational development

Contents practice units module 4 (approx. 4 days)

- Participation in Symbolon-Profile Team development process
- (the course group as a team)
- Training with the Symbolon-Profile Team
- Feedback and supervision

Symbolon-Profile Team Certification

Guidance and support in the preparation and follow-up of a Symbolon-Profile Team training. (You will charge the client for the Symbolon-Profile Team Workshop with preparation and follow-up)





4.4. Requirements & Dates

The entire course has a duration of approximately one year. It is an inner and outer journey, into the world of symbols, archetypes and primal principles. The maximum number of ten participants ensures the highest quality in the development of individual competence and personality development.

Depending on your needs, the beginning of E-Learning is about 2 months before the practice units of module 1. After the practice units, the corresponding E-Learning section will be activated for the next module.

Requirements

In order to learn and apply the Symbolon-Profiles, you need certain prerequisites, which you can also acquire during the course.

Symbolon-Reflection-Training Package 2: Before participating in the course starting with Module 1, please complete the E-Learning package 2 of the Symbolon-Reflection-Training (see "Symbolon-Reflection-Training Exposé" pages 6 to 9). In the Reflection-Training, you will get to know the Symbolon-Method® and various reflection approaches such as question technique, pattern transformation and reflection depth and processes very well.

Online Meetings

Lectures and art workshops to get to know and try out!

Get to know the Symbolon-Method® and the Symbolon-Academy in various online and interactive meetings or learn about exciting topics related to self-reflection.

All current dates can be found [here](#).

Module 1:

Practice units per E-Training approx. 28 hours: online and live with a trained Symbolon trainer in 7 online sessions of approx. 4 hours each via zoom.

2020:

Fri. 30. & Sat. 31. October 2020

Fri. 6., Sat. 7., Sat. 21., Fri. 27., Sat. 28. November 2020
from 9 am to approx. 13 pm

2021:

Fri. 19. & Sat. 20. February 2021

Fri. 5., Sat. 6., Sun. 7. March 2021

Fri. 19. & Sat. 20. March 2021

from 9 am to approx. 13 pm

Further dates on request

Practice units on-site 3 days: Due to security measures regarding Covid-19, there are currently no practice units on-site. Current dates and information are continuously updated on www.symbolon.com.

The founder of the Symbolon-Methode® Christine Kranz and the Symbolon team are there for you personally and will support you.



5. Your Investment

Costs on request

You will receive top training and a unique coaching and training method for your investment in the entire course (modules 1 to 4)

- ✓ Online Kick-Off meeting
- ✓ approx. 9 days E-Learning (modules are available for 1.5 years)
- ✓ 12 practice units on-site or via E-Training
- ✓ 3 personality Profiles: Symbolon-Profile, SP-Intensive, and SP Team
- ✓ Individual coaching units by the participants
- ✓ Online supervision between the modules
- ✓ 3 certificates with individual accompaniment for the preparation and feedback for a total of approx. 8 hours' worth: SP CHF 590.-, SPI CHF 1`190.-, SPTeam CHF 590.- (the certification vouchers can be issued up to 3 months after the respective Module are redeemed (then expire), the Symbolon-Profiles for the customers are not included as the sessions and the workshop can be charged)
- ✓ detailed handouts, documentation and application manuals for download
- ✓ Communication documents for download
- ✓ Marketing material and pictures for download
- ✓ Dropbox folder with extensive workbooks and PowerPoint presentations for use with clients from the first contact to the final meeting
- ✓ Video case studies of real coaching for studying practice and follow-up
- ✓ E-Learning films as needed for repetition and deepening
- ✓ access to the Symbolon network and joint performances
- ✓ Own execution of Symbolon Art4Reflection guides
- ✓ Symbolon-Profile online account in 8 languages with own handling
- ✓ After the SP certification: Communication and linking on the Symbolon-HP, -FB, -Twitter, -XING-pages ... and the quality label "Symbolon-Spezialist"

Symbolon-Profile Purchase and sale with own customer account management

You sell the Symbolon-Profile (5 sections, available in 8 languages) to customers for around CHF 250.- (excl. Consulting) and buy it - from the Symbolon AG - for CHF 90.- (50 piece package price) up to CHF 150.- (single item price). For the Symbolon-Profile Intensive (17 areas, available in German and English) the price is "times 3". Profile generation and customer service can be handled completely by yourself. You are welcome to request and receive more detailed information on "services and attainments for Symbolon-Specialists" from us.

6. The Symbolon Team

The Symbolon-Trainings are carried out by experienced Symbolon specialists. Christine Kranz personally is head of the Symbolon Academy. The E-Learning as well as the Symbolon-Profile certifications are supervised by Linda Baumgartner. The entire Symbolon team can be found [here](#).



Christine Kranz, MCC
Founder and CEO



Mag. Linda Baumgartner
Quality Management

7. Develop Potential Through Shadow Work



The Symbolon-Profile-Training picks up on how life is involved in a natural law of polarities. It creates tensions which we humans cannot escape from. The shadow represents that part of the human being, that is in the dark, those parts that we are unaware of or that we have repressed. These include traits and aspects of the personality that we either deny or have not developed. Moreover, topics that we devalue under the impression of unpleasant experiences. This inner rejection often causes us to not allow ourselves to give space and expression to personal issues.

The confrontation with your own shadow requires courage and honesty. It is about recognizing those parts in us, which we do not want to see or that we are overwhelmed with. Often, we prefer to project our own shadows on the environment and other people and thus only act out in a mediated way. If we identify these projections, we can withdraw, work on and finally integrate our own shadow.

"He who perceives his shadow and his light at the same time sees himself from two sides, and with that he comes into the middle." Carl Gustav Jung

Image Translation

In Salvator Rosa's 'Samuel and Saul' Samuel appears the shadow of Saul's – you can see how the shadow is processed consciously, for potential development to happen. Samuel, the standing person, symbolizes the adviser. He is not afraid of the shadow, represented by the angry spirit and the demons. Samuel remains neutral and value-free, he fills the room. Saul, the crouching person, symbolizes the customer, who can show his shadow, through the stability of Samuel. This allows him to experience, edit and integrate his shadow. It takes a sheltered frame to go into subjective darkness and confront the shadows. In the targeted "shadow work" we learn to make ourselves aware of personality parts that were previously denied or repressed. This enables us, both privately and when working with clients, to lead others safely into the shadows and to support their potential development.

The following questions lead to the self-reflection with the artwork:

- Am I ready to face my shadow and develop further?
- What helps me to expand my boundaries and develop my potential?
- What do I need so that I can deal with the shadow of the customer in a value-free and integrative way?

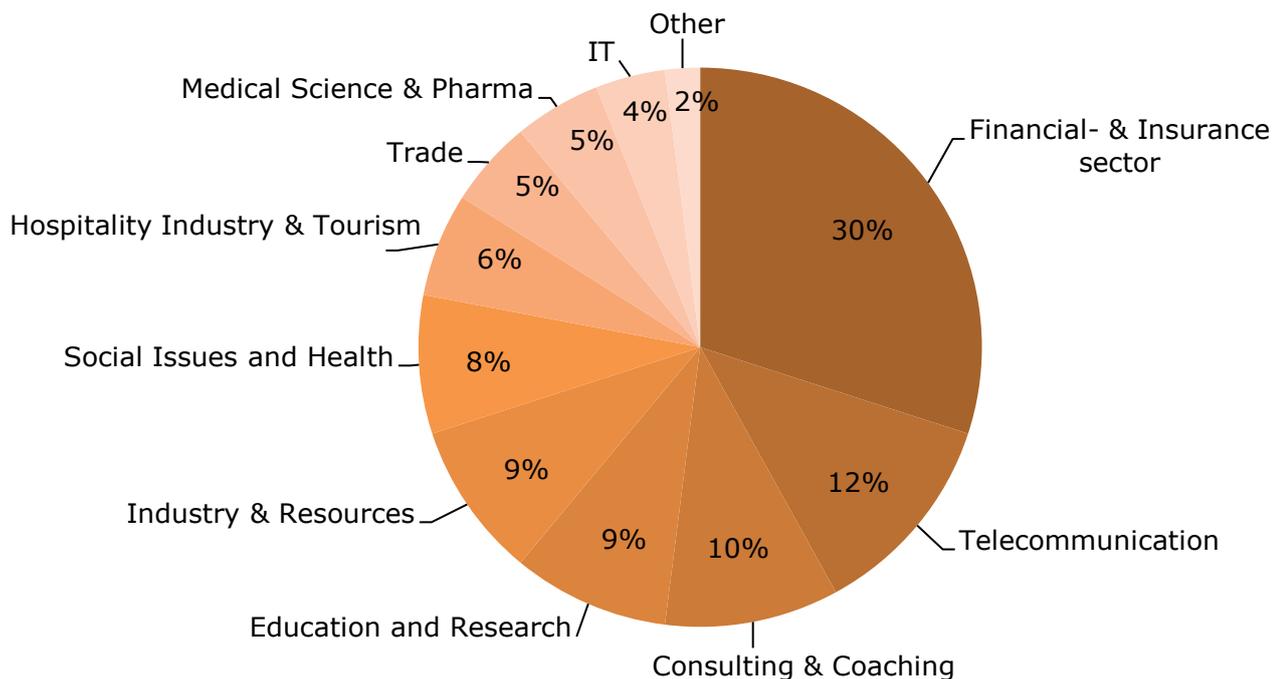
8. 10'000 Symbolon-Profiles in 15 Years

From the corporation to the SME: over 10,000 profiles

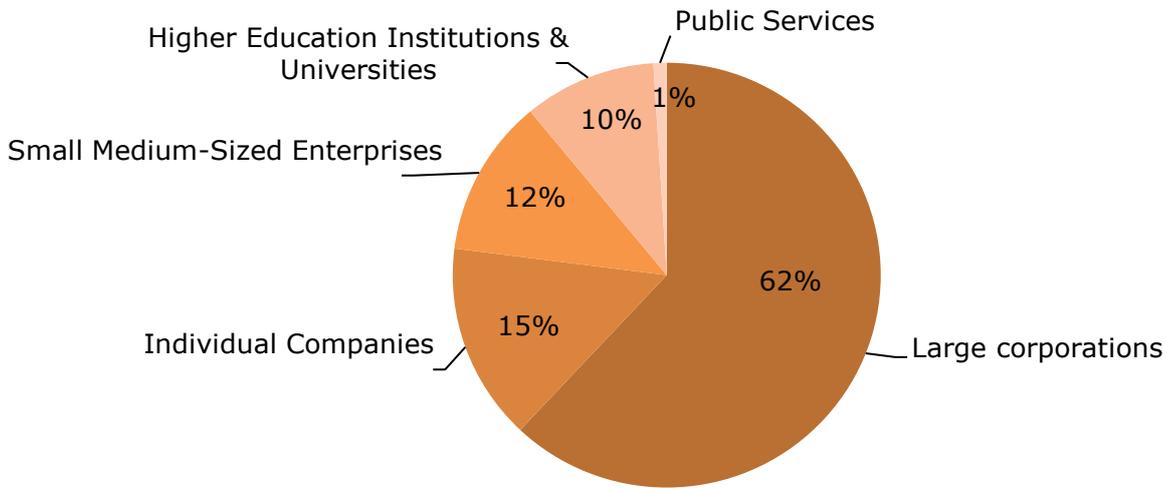
The Symbolon-Profile Intensive consists of 17 areas in which the specialist or manager makes corresponding sympathetic statements or positions himself. The Potential Analysis serves as the basis for consultation with the Symbolon-Reflection-Process and was validated in 2004 by the Institute of Psychology of the University of Innsbruck. Since 2000, over 10,000 Symbolon-Profiles have been performed. It turns out that especially large corporations and corporations rely on the Symbolon-Method® for their management and team development. More than 60 percent of the profiles were used by employees of large companies. Including numerous financial and insurance companies, as well as companies from the telecommunications, industry and commodities sectors, as well as pharmaceutical companies, health and social institutions. But also self-employed and managers in SMEs use this method to clarify their own development opportunities as entrepreneurs. One-third of all Symbolon-Profiles are used by representatives of top management. The second third includes managers and specialists. The relatively high proportion of students show the intensive cooperation with colleges and universities. The following pie chart shows the diversion of the 10,000 profiles carried out by industry, company size and function (status 2017).

8.1 Industry, Company Size and Positions

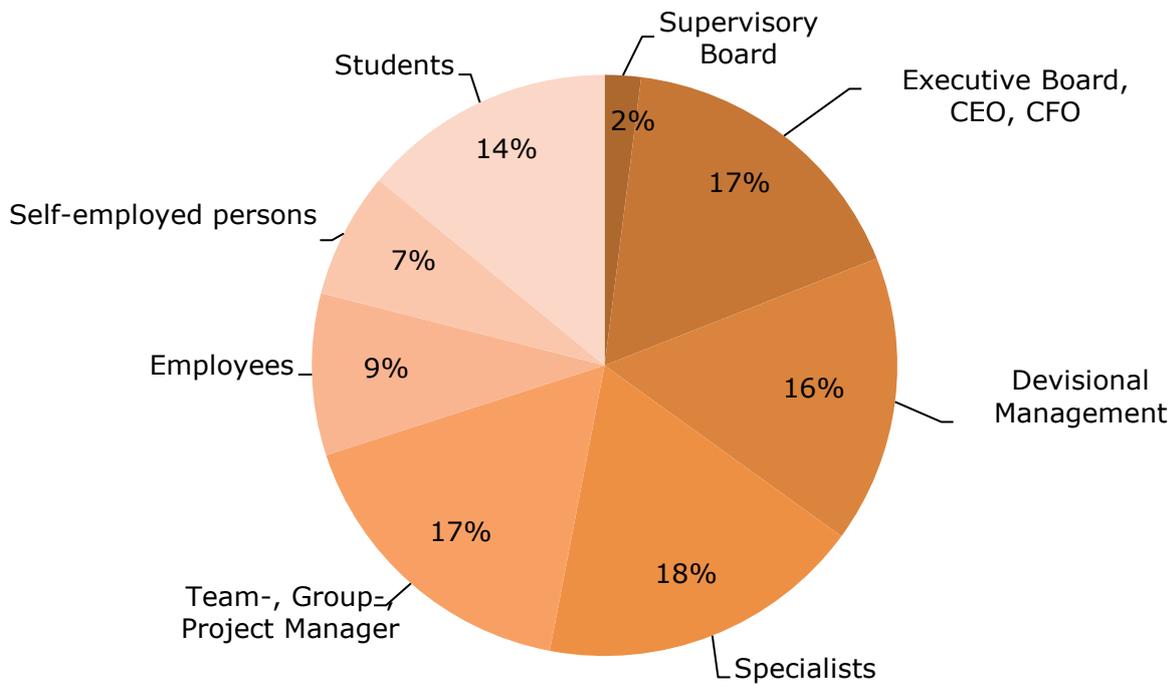
1. By Industry



2. By size



3. By position





8.2 Extract from Projects by Symbolon AG

Management-Development

Change of strategy and culture

- Design and implementation of transformation management on all levels of leadership
- Coaching of management
- Development of leadership on all corporate levels
- Design of communication processes
- Optimizing of interfaces

Restructuring

Integration of a subsidiary company, cultural issues

- Design of the program
- Implementation of twelve workshops mixing all teams and levels of hierarchy
- Support during the process of integration in single coaching sessions

Succession

Issues of succession in a community of heirs, resolution of differences and conflicts

- Definition of roles and responsibilities
- Agreements and goal definition

Executive Conference

Processes defining vision, strategy, changes, culture and values

- Development of management culture
- Recognize patterns and topics of development in a management team
- Design of the future and decision finding
- Development of company values
- Clarity for finding the strategy

Team Development

Teams and project groups, conflicts, difficult situations, concentration of mistakes, fluctuation, optimization of interfaces

- Formation of agreement and reflective feedback
- Resolution of tensions and conflicts
- Recognition and initiation of synergies
- Explanation of areas of responsibility and optimization of cooperation as well as handling of interfaces

Development of Reflection and Development Assessment Centre

Filling of open positions in the company by current employees. Precise and differentiated identification of fields of potential and development

- Clarity of contents and ways for a long-term development with long-term effects due to changes in perspective and defining patterns

Definition of Standpoint and Career Coaching

New positioning and definition of tasks, issues in time and resource management, high potential development, mentoring, development of leadership and management, resolution of personal development in relation to company goals

- Overcoming crises
- Time management
- Dealing with stress and high-pressure situations
- Optimization of efficiency
- Management of resources



8.3 Testimonials Management

DaimlerChrysler AG, Dr. Michael Müller, Head of Knowledge Management, DaimlerChrysler Corporate University, Germany

„I am impressed by the working methodology of Symbolon and I can recommend engaging in the process to all innovative leadership personnel.“

Similasan AG, Dr. Urs Lehmann, CEO, Switzerland

„He who stops wanting to become better has stopped being good. - Christine Kranz has, along these lines, expertly accompanied us during our tense change management project. First, she showed us our individual characters, tendencies and habits using the Symbolon-Profile. During the second phase, we have reflected upon ourselves as a board of directors. How do we work and which values matter to us? What kind of presence do we have, both internally and externally – today and tomorrow? As individuals and as a board of directors we stand united and strengthened in our everyday work after this process and we've elevated our teamwork to the next level. Would we repeat the process with Christine Kranz? Absolutely!“

Eli Lilly & Co, Univ Prof. Dr. Andreas Festa, Sr. Medical Director, Global Medical Affairs, Indianapolis, USA

„The coaching programme, comprised of individual sessions and a team-workshop, was very successful and was received very well by my co-workers. Miss Kranz has managed excellently to focus a heterogeneous group from various cultures and countries on our shared goals as defined by me as team leader. My co-workers appreciate the opportunity to engage in a shared phase of self-reflection in a time that is dominated by deadlines and performance pressure; the Symbolon-Method[®], using artwork, is very well suited to design this process. Miss Kranz, who has developed this methodology, is a fantastic moderator and an empathic companion during this process.“

Intermarket Bank AG, Sebastian Erich, Chairman of the Board, Austria

„Christine Kranz accompanies the management team of Intermarket Bank during a thoroughly challenging process of change – Her refreshingly unorthodox way to tackle subjects directly and openly but amenable way has led to noticeable success. The Symbolon-Method[®] is very well suited to nurture the common elements in a team of diverse personalities.“

Elektrizitätswerk des Kantons Schaffhausen AG, Christian Bigler, CFO, Switzerland

„I've had positive experiences with a second team in a second company: After a trying and difficult time we found each other by actively developing our team and we were able to establish a solid base for an open and successful culture at the workplace, thanks to Christine Kranz, her methodology, experience and personality.“

Town & Country Haus Lizenzgeber GmbH, Jürgen Dawo, Founder, Chairman of the Board, Germany

„The Symbolon-Method[®] has shown us, where the issues in our team lie and we were able to improve a lot of aspects of our shared lives.“



8.4 Testimonials Symbolon Specialists

Dr. Klaus Rottenschlager, Rottenschlager Consulting + PR GmbH, Austria

"Symbolon-Profile-Training is effective and closely related to practise. If you weren't a master of self-reflection before training, you will be after the training. That is the big advantage when dealing with clients and when practising the Symbolon-Method®."

Christina Kuenzle MBA, M.S., Choice Ltd., Switzerland

"The Symbolon-Profile is suitable like no other tool to be able to tackle personal and hidden as well as emotional areas that are often not visible to the clients themselves and that can hide themselves even from the coach for a long time. During evaluation using the Symbolon-Profile the client is always treated with the utmost respect. This way, there will be no "violations" in this fragile and extremely vulnerable sphere. The Symbolon-Profile is therefore being valued by most clients and the coaching building on it is a highlight due to the depths it allows for and its "colourfulness" – not just because of the beautiful artwork."

Heinz Neumayer, trainCo Trainingsinstitut GmbH, Austria

"The big difference between regular personality profiles and the Symbolon-Profile lies, from my point of view, in the fact that other profiles suggest a finality and do not allow for change. I was, you could say, "branded" and I didn't feel motivated to implement changes of processes. Especially impressive is the fact that the Symbolon-Profile is highly efficient. This method is built so that individual core subjects can be tackled in a very short amount of time. Christine Kranz impresses with her precise course of action as well as competence on the highest level."

Tanja Esmiol, Change Ahead, Germany

"The Symbolon-Method® is a highly efficient procedure: Quick, direct and delivering a precise result. The interesting way of working with it is a perfect fit for me. Efficient and targeting solutions."

Esther Erni-Keusch, ekg coaching gmbh, Switzerland

„Symbolon works holistically. Apart from the rational processes, the emotional level is reflected as well. Be it during a determination of a professional standpoint, the identification of talents, the seeking of second opinions during a recruiting or development process or a coaching – Symbolon covers potentials and topics that might have remained hidden or only would have appeared later quickly. The works of art and images as well as the effective questioning technique of the coach, that serves to enable the client, are a unique approach. The Symbolon-Method® is efficient and sustainable. There's a clear procedure behind the process, a transparent communication and a plan, outlining measures, is being compiled. This way, the topics can also be implemented into and reflected during daily practise."

DI Marcela Semper, MSConsult, Vienna and Slovakia

"Regardless of whether we want to help people to climb a summit or to dive to the deep see, one thing matters: We can only accompany them to the point we have reached ourselves. Symbolon activates our perception using images and symbols. We gain access to our inner values. Symbolon's approach is easy, playful, efficient and valuing. The only challenge that is ahead of us, is to open ourselves up a new way of reflection during which our head only acts as a translator."



9. Contact and registration

Registration

Register [online](#).

You are also welcome to contact us by phone or email. The registration for the further training is rounded off by a personal and reflective talk with Christine Kranz. In exchange, you can clarify open questions and agree on expectations and wishes.

Cancellation policy

If the participation is canceled before the activation of the E-Learning account, 50% of the amount will be deducted. In case of cancellation after the activation of the E-Learning entrance (in the course of the first module), the entire amount is due. E-Learning access will be closed in case of cancellation. A substitute, who meets the admission criteria, can be provided.

Payments in Swiss francs or euros

Symbolon AG charges the course in EUR or CHF. The conversion rate is based on the respective monthly mid-rate of the Swiss Federal Tax Administration: [exchange rate](#)

Care & Organization

We are happy to help you with further questions and support of your individual organization (e.g. in Vienna hotel overview with the Kolping Hotel for single rooms Euro approx. 60.- per night incl. Breakfast).

Symbolon AG

Tristelstrasse 33/1, FL-9497 Triesenberg, +41-79-406 96 44, office@symbolon.com

Christine Kranz

Christine Kranz will be happy to arrange an appointment in person for an exchange: christine.kranz@symbolon.com

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10. Picture credits

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