



## The Symbolon Course

### Training and further education to become a Symbolon-Specialist

In the **Symbolon course** you will learn to use a variety of artworks as association platforms and to mirror unused potentials. The practice-oriented course draws on the wealth of experience of over 10,000 Symbolon potential analyses carried out. In the Symbolon course you will be trained and certified in the professional application of the **Symbolon-Profiles**.



The first course module, the **Symbolon-Profile-Training** (with e-learning, e-training and certification), is an ICF (International Coach Federation) accredited ACSTH Approved Coach Specific Training Hours) training with 65 hrs of coaching specific training.

Information about Symbolon AG and the Symbolon-Academy can be found at [www.symbolon.com](http://www.symbolon.com).



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# 1. Your continuing education becomes an overall experience

## **Strengthen self-development through reflection competence**

Self-awareness is the key to being able to use one's own resources and potential effectively. The virtual, flexible working world opens up unprecedented dimensions of leadership and synergy utilization. The inner attitude and the relationship to oneself are crucial for efficient and effective relationship management in the global communication space. The clear and centered personality creates a relationship network of trust and reliability. People are grateful for genuine encounters with content and appreciation.

## **Highest quality in coaching and training**

The Symbolon training and further education courses impart well-founded coaching and training skills. Exciting theory and touching practice support your personal development of potential. The accompanied, differentiated and individual confrontation with works of art promotes a continuous development on the personal level and enables a direct implementation with the coachees on the professional level.

The Symbolon Method® uses associations with symbols, archetypes and images to make the invisible visible. In the training courses you will learn the symbolic language researched in psychology and cultural studies and develop a deeper understanding of symbols. A core area of the Symbolon-Method® is the translation of the symbolic content



of works of art into the business context. The Symbolon reflection processes are focused on professional issues and organizational development.

The Symbolon training and further education courses expand the perception of art, symbolism, archetypes and potential development in an unexpected way. Practical applications in exchange sessions bring about deep insights, pattern change and transformative personality development. Your life will be sustainably enriched by the sensory perception refined through intensive contact with works of art. Your professional impact gains strength and solidity.

The quality of the encounter between coach and coachee is crucial for the overall development process. Accompanying members of management and executive staff in their personal development is complex and requires the coach to have sound qualifications. Strong coaches and trainers are intent on self-reflection and continuous growth. They have the courage to go beyond their own limitations, both methodically and personally. They offer their coachees competent support at the highest level for complex challenges and future topics.

## 2. The Symbolon Course

### **Training as Symbolon-Specialist and Reflection Expert**

In the Symbolon training course you learn in about one year the professional application of Symbolon potential analyses and certify yourself as a Symbolon-Specialist.

The three training modules build on each other and teach you the application of Symbolon potential analyses step by step. Each training module includes e-learning, practical units and an individual certification.

The holistic psychoanalysis according to C. G. Jung with its concepts of archetypes, symbolic language, depth psychology, association technique and type theory forms a core part of the course. In doing so, the Symbolon Profile Training teaches you the Symbolon questioning technique and the themes and images of the Symbolon Profile, which you will be able to apply after completing the individual certification. In the Symbolon Profile Intensive training, you will learn further questioning techniques and how to lead the coaching process that lasts several hours. The Symbolon Team Profile Training is dedicated to team and organizational development, based on the Symbolon Team Profiles. After the respective training modules you have the possibility to plan and go through the individual certifications at your own pace.

### **Individual learning pace and multidimensional development**

The entire course is an inner and outer journey into the world of symbols, archetypes and primal principles. The group size of a maximum of 10 people guarantees the highest quality in individual professional competence and personality development. The participants also meet virtually between the modules as needed and individually planned for exchange.

With Symbolon e-learning, you work through selected topics and prepare for the practical units individually, at your own pace, or subsequently deepen the content. Depending on your needs, the e-learning begins about 2 months before the practical units via e-training or on-site. All participants come optimally prepared for the practical units of the e-training or on-site. The focus can be on the application and deepening of the learned contents. The e-learning area is activated after each of the practical units.

### **Individual support**

During the course, the focus is on the three basic development topics: methodological competence, personality development and market implementation. Depending on your needs, you will receive individual support at the highest level both in the e-learning phases and in the practical units via e-training or on-site seminar days.

The developer of the Symbolon-Method® Christine Kranz and the Symbolon team are personally available for you and support you according to your needs in your market appearance, practical applications and mandate implementation.

## 3. Trainings for the application of the Symbolon Profiles

### 3.1. The Symbolon Profile Training incl. Certification



#### Self-study e-learning

The e-learning comprises approx. 2 days (16 hours) and forms the prerequisite for the practical units. The e-learning courses feature Christine Kranz with her inexhaustible expert knowledge as a lecturer and in case studies as a coach. The e-learning content explains and demonstrates the theory knowledge and practical application first hand. The following content and advanced questions are included in the e-Learning chapters:

- Introduction to the Symbolon-Method®
- Coaching skills with the ICF ethics guidelines and principles
- The effect of resonance and association
- Principles and application of symbolic language
- Shadow themes, awareness processes and integration processes
- Polarity and tension field transformation
- Museum tour Symbolon-Art4Reflection
- Symbolon questioning technique with the ICF core competencies
- Basic concepts, goals 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

#### Practice sessions

You complete the practical units of the Symbolon Profile training either in **e-training** (approx. 28 hrs.) or **on-site** (3 days) plus e-training (approx. 8 hrs.).

In the e-training you work online and live with a trained Symbolon trainer in 7 online sessions of approx. 4 hours per zoom. After each e-training session you will prepare yourself for the next e-training session with the corresponding e-learning chapters. The entire process of e-learning and e-training takes approx. 6 weeks.

The contents of the practical sessions include the following:

- Deepening of the e-learning content through exchange and practice
- Participation in Symbolon-Art4Reflection in an art museum or online
- Application in mutual coaching with the specific 5 topic areas of the Symbolon Profile
- Feedback and supervision

Follow-up of the contents via e-learning (approx. 5 hrs.):

- Feedback and supervision
- Marketing and sales with the Symbolon Profiles (in coaching & training)
- Handling of the Symbolon license
- Purchase and sale of Symbolon Profiles
- Symbolon support online supervision, market presence, ...
- Philosophy and successful implementation of Symbolon consulting
- Own quality management and support of Symbolon AG
- Preparation for the Symbolon Profile certification with approx. 4 case studies to choose from

### **Individual certification**

The certification is already the first "real" coaching based on the potential analysis. Since the session is recorded for certification, the coach agrees on a special price with his/her coachee. The Symbolon Profile unit is exempt as part of the training.

Individual certification includes:

- Individual preparation for coaching with the Symbolon Profile.
- Analysis incl. written evaluation of the submitted one-hour coaching session.
- Written feedback protocol plus verbal feedback discussion.

The certification is included as long as it is submitted within 3 months after completion of the (e-)training. After that we charge for the certification SP EUR 720,-.

### **Further contents of the Symbolon profile training**

- ✓ Own Symbolon Profile
- ✓ Online supervisions between the modules
- ✓ Dropbox folder with extensive working documents:
  - for use with clients from 1st contact to final interview.
  - detailed handouts, documentation and application manuals
  - communication materials and PowerPoint presentations
  - marketing materials and images
- ✓ Video case studies of real coaching sessions for practice study and follow-up
- ✓ E-learning films as needed for review and reinforcement
- ✓ Access to the Symbolon network and joint appearances
- ✓ Own realization of Symbolon-Art4Reflection guides
- ✓ Access to the Symbolon profile online account in 8 languages
- ✓ After SP certification: communication and linking on the Symbolon-HP, -FB, -Twitter, -XING pages ... and the quality designation "Symbolon-Specialist".

### Symbolon profile purchasing and sales with own customer account management

The recommended retail price for the potential analysis Symbolon-Profile is CHF 250.- excl. coaching. To create a Symbolon-Profile you need a Symbolon-Profile unit. The purchase prices for Symbolon-Profile units are staggered: 1 unit costs CHF 150,-, in the 50-unit package price 1 unit costs CHF 90,-. Detailed information can be found in the document "Services for Symbolon Specialists".

### International recognition

With the Symbolon Profile Training you certify yourself with the ICF "accredited coaching specific training" and can thus go through a membership with the ICF and its ACC Coach Certification.

The Symbolon Profile training is 65 hrs, of which you will complete 53 hrs in "Core Competencies" and 12 hrs in "Resource Development". (Status until July 31, 2023)



### Notes on the level system of the ICF

To earn the **Associate Certified Coach (ACC)** rating, you need 60 hours of Coach Specific Education and 100 hours of Client Coaching Experience.

To earn the **Professional Certified Coach (PCC)** rating, you need 125 hours of Coach Specific Education and 500 hours of Client Coaching Experience.

To earn the **Master Certified Coach (MCC)** rating, you need 200 hours of Coach Specific Education, 2,500 hours of Client Coaching Experience.

To renew the ratings, you must demonstrate 10 Mentoring Hours. The instructor, Christine Kranz, is an MCC and therefore training hours with her can be claimed as mentoring.

### 3.2. The Symbolon Profile Intensive Training incl. Certification



#### Self-study e-learning

The following e-learning contents of the Symbolon Profile Intensive Training comprise approx. 4 days and form the prerequisite for the practical units:

- Basic concept, goals and benefits of the Symbolon Profile Intensive
- Expansion and deepening of the symbolic language and understanding of symbols
- The theory of complexes, transference and countertransference
- Animal symbolism and the motivational structure
- Personality development in accordance with the situation in the organization
- Ethics and values in companies and in business, possibilities and limits
- Archetypes translated into business: the Source Development System
- The feminine and masculine principle in the personality and in the company
- Scripture symbolism
- Tree symbolism
- Vision
- Case studies of Symbolon profile Intensive consultations
- Marketing and sales support for leadership and management levels
- Preparation for Symbolon Profile Intensive Certification:
- 2 case studies, with a total of approximately 10 hours of e-learning material.

#### Practice sessions

- Deepening of the e-learning content through practical sessions (5 days)
- Application in mutual coaching
- Discussion of individual case studies
- Feedback and supervision

#### Individual certification

- Written exam (1 hr.) towards the end of the practical sessions.
- Preparation for practical certification: 2 self-study videos of coaching case studies, with a total of approx. 10 hours of e-learning material
- Analysis of a submitted approx. two-hour Symbolon Profile Intensive Consultation with feedback

The certification is included as long as it is submitted within 3 months after the completion of the training. After that we charge EUR 1`260,- for the certification SPI.

### 3.2. The Symbolon Team Profile Training incl. Certification



#### Self-study e-learning

The following e-learning contents of the Symbolon Team Profile training comprise approx. 1.5 days and form the prerequisite for the practical units:

- Basic Concept, Goals and Benefits of the Symbolon Profile Team
- The team constellation and its effect on group dynamics
- The position of the leader
- Shadow issues in teams and their impact
- Learning opportunities in teams
- The four elements and the basic structure in a team
- Color symbolism and atmosphere with the corresponding expectations
- Typology and the handling of communication
- Process support and integration
- Needs of the individual and goals of the whole
- Social competence and its implementation
- Feminine and masculine 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 levels of hierarchy
- Inner positioning and its effect on the organization
- Strategy formation 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

#### Practice sessions

Participation in Symbolon profile team development process (approx. 4 days):

- Training with the Symbolon Profile Team
- Feedback and supervision

### Individual certification

The certification is the first self-led Symbolon Team Profile Training. You will be accompanied and supported by experienced Symbolon specialists in the preparation and follow-up.

The certification is included as long as it is submitted within 6 months after completion of the training. After that we charge EUR 1`260.- for the certification SPI.

## 4. Dates and costs

You can find the current dates for training and continuing education online:

<https://www.symbolon.com/shop-englisch?lang=en>

### Symbolon-Profile



2 days e-learning  
3 days (e-)training  
Individual certification

**EUR 2`970.-**

### Symbolon-Profile Intensive



4 days e-learning  
5 days training  
Individual certification

**EUR 4`920.-**

### Symbolon-Team-Profile



2 days e-learning  
4 days training  
Individual certification

**EUR 3`870.-**

**Course package** with 20 days of training and 3 certifications as well as 65 hours ACSTH (Approved Coach Specific Training Hours)-ICF certificate: EUR 9`970.-.



## 5. Feedback from Symbolon-Specialists

### **DI Marcela Semper, MSConsult, Austria and Slovakia**

*"Whether we want to accompany people when they climb a peak or dive into the deep sea, one thing is true: we can only accompany them as far as we ourselves have gone. Symbolon activates our perception through images and symbols. We gain access to our inner values. Symbolon's approach is light, playful, efficient and appreciative. The only challenge ahead is to open ourselves to a new way of reflection, where our head plays only a translator role."*

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

*"The Symbolon course is effective and very practical. If you weren't a master of self-reflection before, you can be one afterwards at the latest, and that's exactly the advantage in dealing with clients and implementing the Symbolon-Method®."*

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

*"The Symbolon Profile is more suitable than any other instrument to be able to directly address very personal and hidden aspects within a very short time. The pictures open up psychological and emotional areas that the subjects themselves are often not aware of and that could also remain hidden to the coach for a long time. In the evaluation with the Symbolon Profile, the highest respect is always shown. Thus, when handled professionally, no "injuries" occur in this very delicate and extremely vulnerable sphere. The Symbolon profile is therefore very much appreciated by the vast majority of clients, and the consultation based on it is a highlight due to the depth and "colorfulness" it allows - and not just because of the beautiful pictures."*

### **Heinz Neumayer, trainCo Trainingsinstitut GmbH, Austria**

*"What is particularly impressive about the Symbolon Profile is the fact of the efficiency factor. This method is constructed in such a way that one advances to personal core issues in the shortest possible time. Christine Kranz as a person impresses with a precise approach as well as competence at the highest level."*

### **Esther Erni-Keusch, ekg coaching gmbh, Switzerland**

*"With Symbolon, work is done holistically. In addition to the rational processes, the emotional level is also reflected. Be it in a professional assessment, in the identification of talents, for 2nd opinions in a recruitment or development process, in a coaching - Symbolon quickly and clearly uncovers potentials and issues that often remain hidden or only become visible later. The artwork and images, as well as the effective questioning technique of the consultant, which empowers the client, provide a unique access to this. The Symbolon Method® is efficient and sustainable. There is a clear process flow, transparent communication and an action plan is developed so that the issues can be successfully implemented and reflected upon in practice."*

### **Tanja Esmiol, Change Ahead, Germany**

*"The Symbolon-Method® is a highly efficient procedure: fast, direct and provides a precise result. The interesting way of working is ideally suited for me. Efficient and solution-oriented."*

## 5. Personal interview & registration

### Personal interview & registration

The Symbolon trainings are conducted by Christine Kranz and experienced Symbolon Specialists. The Symbolon Academy is managed personally by Christine Kranz, the developer of the Symbolon-Method®. The Symbolon AG is managed by Dr. Friederike Redlbacher. The certifications are supervised by Linda Baumgartner and Christine Kranz.

Please feel free to contact us by phone or via e-mail. The registration is rounded off by a personal meeting with Christine Kranz. In the exchange you can clarify open questions, expectations and wishes: [christine.kranz@symbolon.com](mailto:christine.kranz@symbolon.com)



The entire Symbolon team and the Symbolon specialists present themselves at <https://www.symbolon.com/ueber-uns?lang=en>.

### Registration Process & Billing

Register online for the Symbolon Profile training: <https://www.symbolon.com/shop-englisch?lang=en>. In your order confirmation you will receive access to further documents such as "Inner Preparation" or our Symbolon Specialist agreement e.g. on copyright topics. Before invoicing, we will agree with you whether you choose the Symbolon Profile training individually or the entire course as a package. We will then send you the invoice via email.

Symbolon AG charges the course in Euro. The exchange rate in Swiss Francs is based on the respective monthly average rate of the Swiss Federal Tax Administration. No value added tax will be charged.

### Cancellation terms

If participation is cancelled before the e-learning access is activated, 50% of the amount will be retained. If the cancellation is made after the e-learning access has been activated, the entire amount is due. The e-learning access will be closed in case of cancellation. After consultation, a substitute person can be provided.

### **Attunement and preparation for the Symbolon course**

A helpful (but not necessary) introduction is participation in the [Symbolon Reflection Training](#). The training introduces coaching with the Symbolon-Method® and works intensively with the books and the artworks described in them. The different reflection approaches such as questioning technique, pattern transformation, reflection depth and processes are taught and coaching experience with the port- and the animal picture is gained.

### **Support & Organization**

We are at your disposal for further questions and to support your individual organization (e.g. in Vienna the hotel overview with the Kolping Hotel for single rooms from Euro approx. 60.- per night incl. breakfast).

### **Symbolon AG**

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### **Symbolon im Web**

[www.symbolon.com](http://www.symbolon.com)

[www.symbolon.com/blog](http://www.symbolon.com/blog)

[www.facebook.com/symbolon](https://www.facebook.com/symbolon)

[www.instagram.com/symbolon.ag](https://www.instagram.com/symbolon.ag)

[www.xing.com/profile/Christine\\_KranzMCC](https://www.xing.com/profile/Christine_KranzMCC)

[www.linkedin.com/SymbolonAG](https://www.linkedin.com/SymbolonAG)

[www.youtube.com/symbolonmethode](https://www.youtube.com/symbolonmethode)

## Literature & Picture Credits

Kranz, Christine (2011, 2te Auflage) Durch Selbstreflexion zum Erfolg: Potenziale erkennen, Persönlichkeit entwickeln, Symbolon Verlag

Kranz, Christine (2011) Selbstreflexion mit Tierbildern: Erkenntnisse gewinnen, Potenziale entwickeln, Herausforderungen meistern. Symbolon Verlag

Front page: Frida Kahlo, Selbstbildnis mit Halskette (1933), Edward G. Robinson  
Rembrandt Harmenszoon van Rijn, Self Portrait at the Age of 63 (1669),  
National Gallery, London

Seite 2: Shutterstock

Seite 10: Foto Christine Kranz und von Sabine Klimt, Foto Friederike Redlbacher von die-fotomanufaktur, Foto Linda Baumgartner von Sabine Klimt