



Dr. Andreas Böhm

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About me

- Studies in psychology at the Paris-Lodron University of Salzburg (focus areas: motivational psychology, social psychology and business psychology); Master of Science degree.
- PhD in science, research on: *Zwischen Sicherheit & Wachstum: Ansätze zur Überbrückung und Integration motivationaler Grundorientierungen in Führung, Coaching und Beratung [Between safety & growth: Approaches to overcoming and integrating basic motivational orientations in leadership, coaching and consulting]*. (granted the 2018 science prize and a scholarship by the Austrian Federal Chamber of Labour).
- What describes me best: liveliness, family-orientation, love of nature and mountaineering, generally positive, reflective, open-minded and showing respect for other people's opinions, enjoying discussions and encounters, courageous, curious, and humorous.

Current areas of work

- International Assessment Centers for potential analysis and development.
- Training sessions & workshops on the topics of employee-focused leadership, resilience & self-management, dialogue & conflict, communication in change processes, video feedback.
- Coaching to promote and provide orientation in personal and career development.
- Lecturing at the Paris Lodron University of Salzburg and the Salzburg Business School: resilience, leadership, communication, train-the-trainer, applied research.
- Holding lectures on various topics (e.g. *Building a resilient mindset*).

My professional understanding

- In my role as a coach and facilitator, I maintain a balance between structure and flexibility, provide orientation, give scope for development, communicate practical knowledge, and promote autonomous learning.
- My main goal is securing long-lasting insights and changes rather than merely generating positive feelings, as these feelings can be transient.
- I give priority to being sensitive to people's needs, motives and prior knowledge and to the current group dynamics over choosing a certain method. Content can only be integrated into a person's self and processed if it relates to the individual's reality of life and work.
- "Giving psychology away"—As a psychologist with an academic background, I aim to translate the latest research findings into seminar concepts to make them available for use in solving practical workplace and career problems.
- Positive thinking is good but not good enough!