TEAM TRANSFORMATIONS
HOW TO CREATE HIGH-PERFORMING TEAMS WITH THE ENNEAGRAM

TRAIN-THE-TRAINER IRELAND IN-PERSON PROGRAM

INFORMATION

Program Overview	Program Information	Program Structure	The Enneagram
Read about the intention and purpose of "Team Transformations"	Read important program information, including logistics and more.	Read about the theory and practice aspects of "Team Transformations"	Learn the ancient history and multiple applications of the Enneagram.
Page 1	Page 2	Page 3	Page 4

TEAM TRANSFORMATIONS

BASED ON GINGER'S BOOK
TRANSFORM YOUR TEAM WITH THE ENNEAGRAM

Create high performing teams that are aligned, attuned and accelerate into high performance

4 sessions (8am - 5pm) in-person Train-the-Trainer program with Ginger Lapid-Bogda, PhD

**So why is there such an increase in the importance of teams?**
There are many factors, including:
Globalization, requiring teams working closer to their clients
Function-based teams and sub-teams, providing specific functional products and services
Cross-functional teams, solving specific cross-functional issues
Project teams, created for a specific amount of time to address particular issue
Problem solving, especially for complex issues, needing quick and flexible action
Accelerated workflow speed, information sharing and coordination challenges
Global competition, requiring creativity, innovation and risk-taking

This program is about how to create great teams, whatever their size or industry, no matter if the team meets in-person, remotely or is a hybrid. It is designed for coaches, trainers. consultants, team leaders or members, as long as you know the Enneagram, your type and have some prior experience working with or in teams.

Participants receive PowerPoint slides, 2 symbol maps (large for the floor; small for the wall), team-based training tools and more. This program is high-engagement where you will work in teams to create wonderful team activities and apply the team-Enneagram concepts in real time.
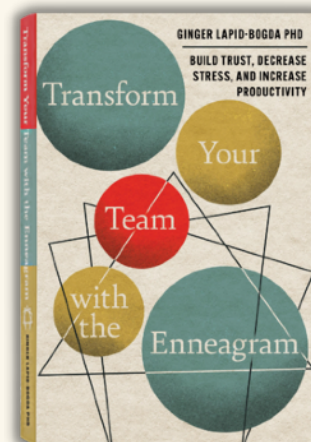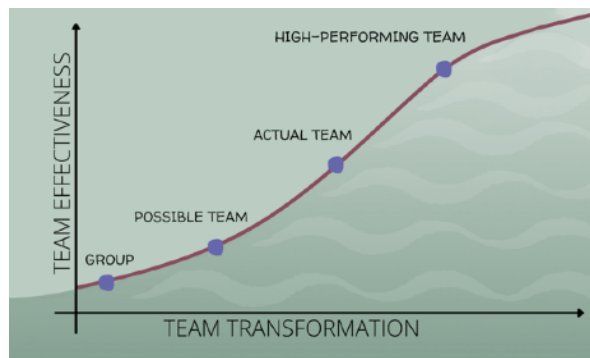
2023 IN-PERSON PROGRAM
May 22 - 25, 2023

Monday through Thursday
8am - 5pm

Program fee | $1900 (USD)
Register here:
TheEnneagramInBusiness.com

Group discount rates (3+), contact info@theenneagraminbusiness.com

Ireland contact:
Phil Shovlin
phil.Shovlin@gmail.com

MORE PROGRAM INFORMATION

MEETING VENUE	DUBLIN AIRPORT	PRE- AND POST-WORK	MEETING TIMES 2023
The Grand Hotel Malahide Grove Rd, Malahide, Co. Dublin, K36 XT65, Ireland +353 1 845 0000	Dublin Airport is 7 km from our meeting venue and 17 km from Dublin city center.	Pre- and post-work is assigned for each session, primarily using the Enneagram Learning Portal (ELP), a robust, highly informative and strategically interactive online	May 22 - 25 Monday through Thursday 8 am – 5 pm (UTC+1 Time Zone)
MEETING ROOM The Lambay Suite	Registration fee includes training tools, PowerPoint slides, plus snacks for morning and afternoon	learning portal. There will also be books and articles to read. It is essential that each participant	Attendance is required at all sessions.
You'll receive an email with program details after you register.	breaks and a buffet lunch.	complete all assigned activities in the time requested.	If you want to stay at The Grand Hotel, please contact Phil Shovlin: Phil.Shovlin@gmail.com

Important Information

Participant Requirements

Participants must have an understanding of the Enneagram system, know their Enneagram types, and be familiar with teams as a team member, a team leader, or a team trainer or consultant. This program is designed for participants who range from some prior backgrounds in the above to those who have many years of experience.

Hours Daily program hours are 8am – 5pm (UTC +1 time zone). Times are built into the program for breaks and lunch. Be sure to reserve time in the evenings between sessions for both the pre- and post-work. This will be done independently, primarily using the Enneagram Learning Portal (ELP) or through materials either given in the program or sent to you electronically.

Attendance Attendance at all sessions is required and cannot be made up.

Certificate A program certificate will be sent electronically to all participants after the program is complete. This certificate contains all the information you need should you want to use this program toward your IEA (International Enneagram Association) teacher accreditation training credits.

Required Pre-Reading *Transform Your Team with the Enneagram* (print/audio/eBook).

Recommended Pre-Reading *The Art of Typing* (print/eBook).

Materials to Be Sent Electronically

After you register for the program, you will be sent program details and logistics, plus your membership access information to the Enneagram Learning Portal. Close to the

program's start, you will also be sent PowerPoint slides.

Materials to Be Sent By Mail

At the program, each participant will receive the team-based "training tools" and 2 fabric Enneagram symbol banners, one large and one small.

REFUND POLICY
Cancellations only before March 22, 2023 ($200 cancellation fee)

Ginger Lapid-Bogda, PhD, is an internationally recognized Enneagram author, teacher, speaker, OD consultant and coach who helps organizations, leaders, teams, and individuals use the Enneagram to enhance their personal and professional lives. She is the author of 9 Enneagram-business books, many of which have been translated into multiple languages; provides state-of-the-art Train-the-Trainer and other certificate programs around the world, based on the Enneagram's business applications; offers easy-to-use engaging Enneagram training tools; and created "Know Your Type," the Enneagram App for Apple and Kindle Fire, and the Enneagram Learning Portal (ELP).

Books by Ginger Lapid-Bogda, PhD
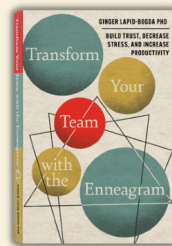
Ginger Lapid-Bogda, PhD

WHAT IS THE PROGRAM STRUCTURE?

Overall Program Orientation

This program increases both your skills and confidence working with teams and the Enneagram through theory, practice and first-hand team experiences. Teams are dynamic, as is the Enneagram, so the two combined offer an action-packed program.

Teams versus groups

You'll learn about the importance of and skills involved in helping clients distinguish whether they are a group or a team and then, if they are a team, how can they accelerate their forward movement? For example, if they are a team, are they a 'possible team,' an 'actual team' or a 'high-performing team?'

Stages of team development

Truly understanding the four-stage team development model and being skilled in guiding teams through this model is essential to helping teams become high-performing ones. The stages include: Forming, Storming, Norming and Performing. You may or may not already know this model, but this program takes the model to a whole new level.

Enneagram types on teams

The program is full of type-based team information at every step. There's also a way to teach the types based on team behavior. In addition, there's an exploration of type behavior at each of the four stages of team development. And this is just a start.

Project teams

You'll be working in project teams throughout the program to both create team-based resources you can use with teams and to analyze team stages and team dynamics. This is an essential and vibrant part of the program. Real people, real teams in real time!

Case studies

We'll also be working with case studies of real teams to help you learn more about contracting with clients and developing a program for your clients that is practical, doable and high impact.

Team maps

Whether or not you've worked with or even led a team map process, this program gives the insights and confidence to do this with real teams. There are so many different ways to use the Enneagram symbol as a team map, many of which we do in the program itself. Come prepared to have your eyes opened and your capacity to facilitate team mapping grow exponentially.

Team Leadership

Not all leaders are effective team leaders, but all leaders need to learn how to do this. Why? Because it is a rare leader who doesn't have a team depending on them to provide guidance, structure and various forms of leadership at different stages in the life of a team. This program will help leaders or guide those who help leaders become most effective at leading teams. Their Enneagram types provide great insights into how to do this.

Program schedule at a glance...

DAY 1
- ☐ Program overview
- ☐ Introductions
- ☐ What is a team versus what is a group?
- ☐ Stages of team development
- ☐ Types on teams
- ☐ Project teams

DAY 2
- ☐ Project teams
- ☐ Team deliverables (1)
- ☐ Team assessments
- ☐ Team deliverables (2)
- ☐ Team assessments

DAY 3
- ☐ Project teams
- ☐ Team deliverables (3)
- ☐ Team assessments
- ☐ Project teams
- ☐ Case studies

DAY 4
- ☐ Team maps (centers-based)
- ☐ Team maps (optimistic, competency and intensity trios; subtypes)
- ☐ Maps for team problem solving
- ☐ Team leadership
- ☐ Process Enneagram
- ☐ Closing

Process Enneagram

Most people who currently use the Enneagram in organizational applications work with the 9 types, which is the modern Enneagram that began with Oscar Ichazo, through Claudio Naranjo and up to its current usage. This Enneagram is often referred to as the Enneagram of personality, although it is more the Enneagram of the 9 ego structures.

Prior to Ichazo, there is a vast array of Enneagram knowledge based on the work of George Gurdjieff and those who followed after him. One of these is called the Process Enneagram, which also has several meanings. A core difference with the Process Enneagram is that it does not focus on types, but uses the whole Enneagram symbol as a map of process. This distinction will be made clear in the program and is a shift of perspective if you want to use the Enneagram as a process and not a typology.

We'll be working with the Process Enneagram, based on the work of Richard Knowles, applying his concepts to contracting with clients to see Enneagram work that is wanted and useful. We'll also look at how to use this process with designing and improving teams.

To learn the most frequently used Enneagram applications and benefits, read the results of the 2022 Enneagram in Organizations Global Survey at enneagramsurvey.net.

WHAT IS THE ENNEAGRAM?

3 Centers of Intelligence

Each Enneagram style is rooted in one of three Centers of Intelligence: the Head Center, the Heart Center, or the Body Center. The three Centers of Intelligence stem from a long Eastern philosophical tradition and refer to the ways in which we typically process information and respond to events. While we all have heads, hearts, and bodies, our personality is organized around one of these three centers or modalities. Each center also contains three of the nine Enneagram styles.

Head Center Styles: 5, 6, and 7
Heart Center Styles: 2, 3, and 4
Body Center Styles: 8, 9, and 1

The goal of the Enneagram is integration: to fully and effectively access all three Centers and to use them in an aligned way.

History

The Enneagram is an ancient system – at least 2000 - 4000 years old. The word comes from two Greek words ennea ("nine") and gram ("something written or drawn") and refers to the nine points on the Enneagram symbol. The nine different Enneagram types, identified as numbers One through Nine, reflect distinct habits of thinking, feeling, and behaving, with each type connected to a unique path of development.

Each person has only one core Enneagram type, and while our Enneagram type remains the same throughout our lifetime, the characteristics of our type may soften (relax) as we grow and develop.

There are also four other types that provide additional qualities to our types; these are called wings and arrows. In addition, there are three versions of each type, called subtypes.

Current Usage

More than a personality typology, the Enneagram is a profound map illuminating the nine different architectures of the human character. It is also the most powerful and practical system available for increasing emotional intelligence, with insights that can be used for personal and professional development.
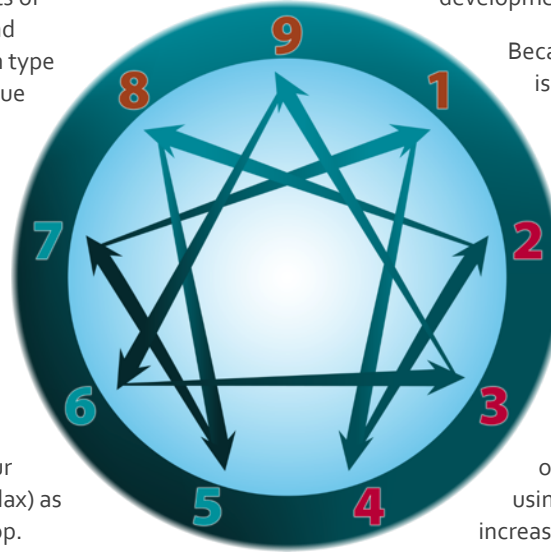
Because the Enneagram is cross-cultural and uncannily accurate, it's modern usage is growing dramatically across the globe. In addition to being used by individuals for their own development, organizations are using the Enneagram to increase emotional intelligence (EQ), enhance communication, manage conflict constructively, create high-performing teams, build better relationships, develop leadership, and more.

"We are looking for the key to our ultimate fulfillment in the wrong place."
– C. Naranjo

THE 9 ENNEAGRAM TYPES

Ones	Seek a perfect world and work diligently to improve both themselves and everyone and everything around them.
Twos	Want to be liked, try to meet the needs of others, and attempt to orchestrate the people and events in their lives.
Threes	Organize their lives to achieve specific goals and to appear successful in order to gain the respect and admiration of others.
Fours	Desire deep connections both with self and others, and they feel most alive when they authentically express their feelings.
Fives	Thirst for information and knowledge and use emotional detachment as a way of keeping involvement with others to a minimum.
Sixes	Have insightful minds, are prone to worry, and create anticipatory scenarios to feel prepared in case something goes wrong.
Sevens	Crave stimulation (ideas, people, and experiences), avoid pain, and create elaborate future plans to keep all their options open.
Eights	Pursue the truth, like to keep situations under control, want to make important things happen, and try to hide their vulnerability.
Nines	Seek peace, harmony, and positive mutual regard and dislike conflict, tension, and ill will.