BUILD WISE, TALENTED, AND HUMBLE LEADERS WITH THE ENNEAGRAM

TRAIN-THE-TRAINER VIRTUAL PROGRAM

INFORMATION

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

BUILD WISE, TALENTED, AND HUMBLE LEADERS WITH THE ENNEAGRAM

BASED ON GINGER'S BOOK WHAT TYPE OF LEADER ARE YOU?

Create exemplary leaders using the Enneagram to develop today's 7 most important leadership competencies

6-session Train-the-Trainer program with Ginger Lapid-Bogda, PhD

Organizations across the globe are experiencing a leadership shortage: lack of leadership bench-strength within the organization's current cadre of leaders; difficulty finding effective leaders from outside the organization; confusion about how to develop tomorrow's leaders in a constantly changing environment; and lack of skill transferability from one leadership position to another. Not surprisingly, leadership is the 3rd most frequently used application of the Enneagram in business settings.*

This program based on the book *What Type of Leader Are You?* shows you how to integrate the Enneagram with 7 different leadership competency models: Drive for Results; Strive for Self-Mastery; Know the Business; Think and Act Strategically; Become an Excellent Communicator; Lead High-Performing Teams; Make Optimal Decisions; and Take Charge of Change. The program also includes an additional special section, Stretch Your Leadership Paradigms, an innovative way to enhance leadership capability.

Participants receive a comprehensive Trainer's Guide with 50 activities described in great detail, 58 PowerPoint slides, 14 participant handouts, 2 musical slide shows, a fabric Enneagram symbol, and a set of training tools. During the program, participants engage in all activities, but also facilitate sessions (with feedback) and practice designing and leading their own original experiential exercises.

* You can read about the most common organizational applications of the Enneagram and the vast number of powerful benefits in the 2022 Enneagram in Organizations Global Survey Results by the EIBN (Enneagram in Business Network) at ennegramsuvey.net.
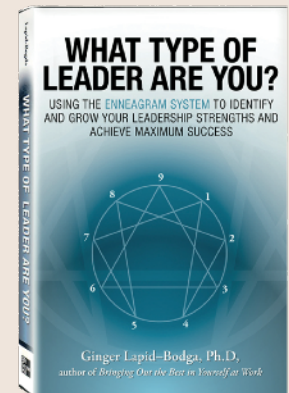
2023 VIRTUAL PROGRAM
October 9 - 20, 2023

6 four-hour virtual sessions

Monday | October 9
Wednesday | October 11
Friday | October 13
Monday | October 16
Wednesday | October 18
Friday | October 20

Virtual sessions | 9 am-1 pm (PST)

Program fee | $1900 (USD)
Group discount rates (3+), contact info@theenneagraminbusiness.com

Register here:
TheEnneagramInBusiness.com

MORE PROGRAM INFORMATION

Meeting by ZOOM	Virtual Attendance	Pre- and Post-Work Required	Virtual Meeting Times | 2023
You will need to have access to Zoom (virtual meeting platform) and be able to join with video on your computer or mobile device and be able to view powerpoint slides and join discussions..	Attendance is required at all sessions for the structure of the program.	Pre- and post-work is assigned for each session, primarily using the Enneagram Learning Portal (ELP), a robust, highly informative and strategically interactive online learning portal. It is essential that each participant complete all assigned activities in the time periods assigned (approximately 3-4 hours).	9 am – 1 pm (PST)
Upon registration, you'll receive an email regarding specific Zoom details.	The program is designed so that each activity builds on prior activities so missing a session disjoints the program experience. It is not possible to make up missed sessions.		Monday | October 9 Wednesday | October 11 Friday | October 13 Monday | October 16 Wednesday | October 18 Friday | October 20 Attendance is required at all sessions.

Important Information

Participant Requirements Participants ideally have some background in coaching and/or some familiarity with the Enneagram system and their Enneagram type. This program is designed for people who range from some prior backgrounds in both of the above to those who have many years of experience. Understanding leadership is also a great asset.

Hours Daily program hours are 9 am – 1 pm (PDT). Times are built into the program for breaks. Be sure to reserve time between sessions for both the pre- and post-work. This will be between 2-4 hours and will be done independently, primarily using the Enneagram Learning Portal (ELP) and some time to meet in small teams for team projects.

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

Certificate A program certificate will be sent electronically to all participants once the virtual sessions are 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.

Pre-Reading Everyone must read these three books prior to the program: *What Type of Leader Are You?* (print/Kindle/eBook), *The Art of the Enneagram* (print/eBook) and *The Art of Typing* (print/eBook).

Materials to Be Sent Electronically Once 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 Each participant will receive a 198 page "Trainer's Guide," a set of "training tools" and a fabric Enneagram symbol. These items will be in hard copy; please make sure to have them with you in all virtual sessions.

REFUND POLICY
Cancellations only before August 9, 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).

Ginger Lapid-Bogda, PhD

Books by Ginger Lapid-Bogda, PhD

WHAT IS THE PROGRAM STRUCTURE?

Overall Program Orientation

The Train-the-Trainer program based on *What Type of Leader Are You?* is highly interactive, competency-based, intertwines theory and practice, and is a powerful way to develop leaders. And all of this is in the 190-page Trainer's Guide.

Enneagram Learning Communities

Each participant is a member of an Enneagram Learning Community for the entire week, a small group that explores each leadership competency, shares how it relates to his or her Enneagram type, and learns self-development approaches to enhance capability in this area. Each participant leads one or more Learning Communities!

Large Group Exercises

Every leadership competency section also includes dynamic, larger group activities that illuminate the specific competency and the particular way in which leaders of each type have related strengths, development areas, and unique development paths.

Leverage Your Leadership

This section covers general leadership style as an outgrowth of a leader's Enneagram type, complete with slide shows and case studies.

Drive for Results

This competency highlights the importance of focusing on more than just the end results, because then it might be too late: setting direction, creating plans, assigning work, establishing clear expectations with measurements and rewards, evaluating results at key milestones, and providing overall stewardship.

Strive for Self-Mastery

Self-mastery is central to all other leadership competencies. But what does it mean? Leaders explore the 6 dimensions of self-mastery – from self-awareness to personality integration – through dialogue, support, and self-development.

Know the Business: Think & Act Strategically

Every organizational leader must know the business and think like a strategist in this constantly changing business world. Some do it naturally, others must learn it, but all leaders can use the Enneagram to master the 11 components of this competency.

Become an Excellent Communicator

All leaders must do this effectively every day, with individuals and in groups both large and small. This practical competence shows leaders how to create genuine relationships. communicate clearly, listen fully, manage conflict and give feedback, and how to enhance their influence.

Lead High-Performing Teams

This program has a strong team emphasis, both through the use of a high-performing team competency model that covers products

Program schedule at a glance...

SESSION 1
☐ Program Overview
☐ Introductions
☐ Typing
☐ Learning Communities
☐ Project Teams

SESSION 2
☐ Drive for Results
☐ Strive for Self-Mastery
☐ Project Teams

SESSION 3
☐ Know the Business; Think and Act Strategically
☐ Become an Excellent Communicator
☐ Project Teams

SESSION 4
☐ Lead High-Performing Teams
☐ Make Optimal Decisions
☐ Project Teams

SESSION 5
☐ Take Charge of Change
☐ Stretch Your Leadership Paradigms
☐ Project Teams

SESSION 6
☐ Project team presentations
☐ 27 Enneagram Subtypes
☐ In-person and virtual training tips
☐ Closing and Certificates

and services, culture, leadership, vision, talent architecture and processes, but also through an in-depth assessment of the project teams within the program.

Make Optimal Decisions

Learn how to access more fully the Head, Heart, and Body Centers of Intelligence in order to make wise decisions, but in the context of the organization's culture, authority-making structure, and the specific contextual requirements of the decision itself.

Take Charge of Change

Change has become a way of life for leaders: constant, chronic, and continuous change. Leaders have to do more than manage change, they must be change leaders, but also make certain that ongoing business needs are well met. This competency shows leaders how to do that using the Enneagram as their guide.

Stretch Your Leadership Paradigms

Rather than leaders having to grow when they are under pressure and stress, the Enneagram can help them engage in targeted-development activities on an ongoing basis. This sets up a leadership culture of strategic leadership excellence and growth.

WHAT IS THE ENNEAGRAM?

3 Centers of Intelligence
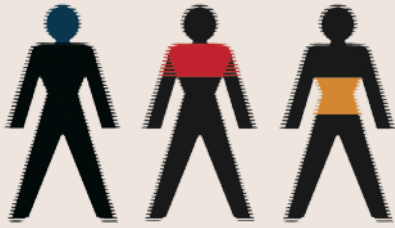
Each Enneagram style is rooted in one of three Centers of Intelligence: the Head Center, the Heart Center, or the Body Center. The three Centers of Intelligence stem from a long Eastern philosophical tradition and refer to the ways in which we typically process information and respond to events. While 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.

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

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.
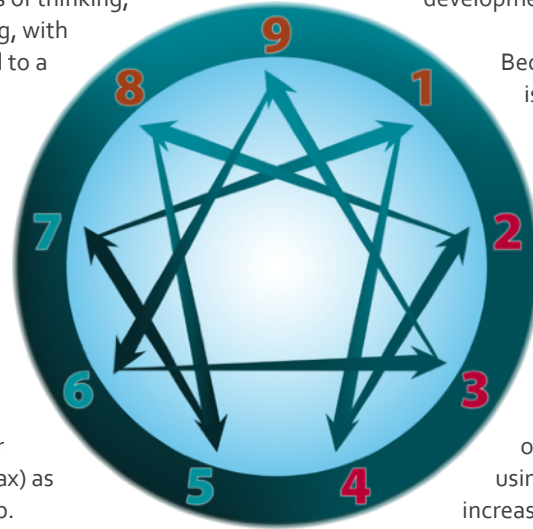
Because the Enneagram is cross-cultural and uncannily accurate, it's modern usage is growing dramatically across the globe. In addition to being used by individuals for their own development, organizations are using the Enneagram to increase emotional intelligence (EQ), enhance communication, manage conflict constructively, create high-performing teams, build better relationships, develop leadership, and more.

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.