

# TEAM TRANSFORMATIONS

## HOW TO CREATE HIGH-PERFORMING TEAMS WITH THE ENNEAGRAM

### TRAIN-THE-TRAINER VIRTUAL PROGRAM

# I N F O R M A T I O N

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

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

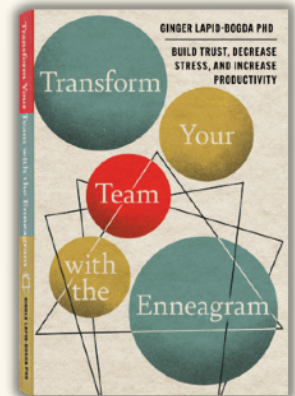
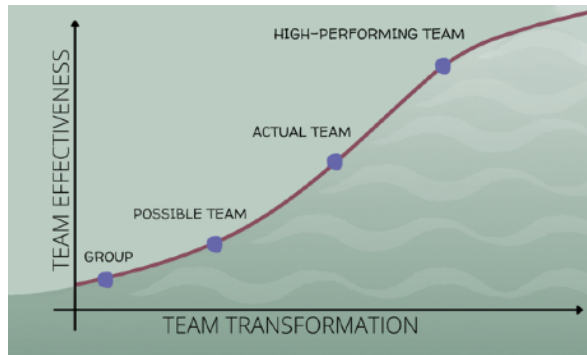
### So why is there such an increase in the importance of teams?

- 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 a 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 VIRTUAL PROGRAM  
December 4 - 15, 2023

6 four-hour virtual sessions

- Monday | December 4
- Wednesday | December 6
- Friday | December 8
- Monday | December 11
- Wednesday | December 13
- Friday | December 15

Virtual sessions | 9 am-1 pm (PST)

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

Register here  
[TheEnneagramInBusiness.com](http://TheEnneagramInBusiness.com)

# MORE PROGRAM INFORMATION

<p><b>Meeting by ZOOM</b> 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.</p> <p>Upon registration, you'll receive an email regarding specific Zoom details.</p>	<p><b>Prerequisites</b> All participants are expected to know the Enneagram system, their type and their subtype. If you are unsure of your subtype, we will try to help you with this during the program itself. You also need to have some experience facilitating groups, so you can lead constructive conversations!</p>	<p><b>Pre- and Post-Work Required</b> 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. There will also be books and articles to read. It is essential that each participant complete all assigned activities in the time requested.</p>	<p><b>Virtual Meeting Times   2023</b> 9 am – 1 pm (PST) Monday   December 4 Wednesday   December 6 Friday   December 8 Monday   December 11 Wednesday   December 13 Friday   December 15</p> <p>Attendance is required at all sessions.</p>
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## 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 9 am – 1pm (PST). 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 between sessions. Virtual sessions cannot be recorded.

**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 58 credits and all the information you need should you want to use this program towards becoming an IEA (International Enneagram Association) Accredited Professional.

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

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

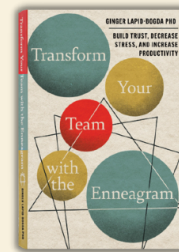
**Materials to Be Sent Electronically**  
After you register for the program, you will be sent program details and logistics, plus your membership access information to the Enneagram Learning Portal. Close to the

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

**Materials to Be Sent By Mail**  
You'll receive a copy of Ginger's newest book *Transform your Team with the Enneagram* with your program materials. This should be read prior to the start of the program. Each participant will also receive team-based "training tools" and 2 fabric Enneagram symbol banners, one large and one small. These items will be sent by Fed Ex; please make sure to have them with you in all virtual sessions.

**REFUND POLICY**  
Cancellations only before October 4, 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

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...

### SESSION 1

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

### SESSION 2

- Team deliverables
- Team assessments
- Project teams

### SESSION 3

- Team deliverables
- Team assessments
- Project teams

### SESSION 4

- Case studies
- Team maps (centers-based)
- Project teams

### SESSION 5

- Case studies
- Team maps (optimistic, competency and intensity trios; subtypes)
- Maps for team problem solving
- Project teams

### SESSION 6

- Case studies
- Leadership
- Process Enneagram for client intake
- Process Enneagram for client teamwork
- Closing and certificates

## 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.

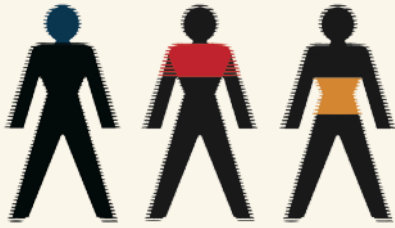
Prior to Ichazo, there is a vast array of Enneagram knowledge based on the work of George Gurdjieff and those who followed after him. One of these is called the Process Enneagram, which also has several meanings. A core difference with the Process Enneagram is that it does not focus on types, but uses 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](https://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

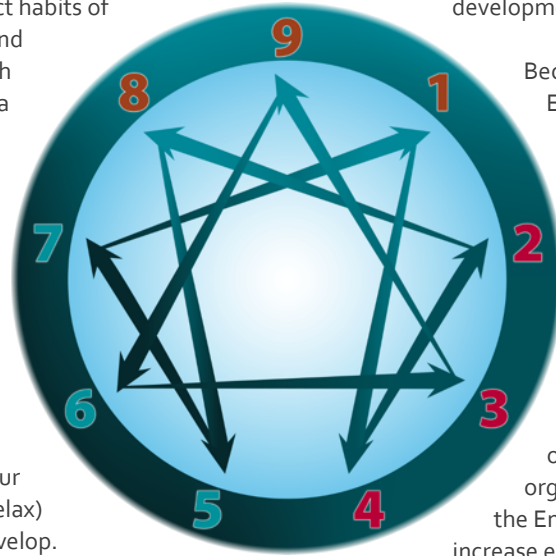
The Enneagram is an ancient system – at least 2000 - 4000 years old. The word comes from two Greek words ennea (“nine”) and gram (“something written or drawn”) and refers to the nine points on the Enneagram symbol. The nine different Enneagram types, identified as numbers One through Nine, reflect distinct 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

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