DEVELOPMENT BY DESIGN

The Enneagram's multiple development pathways

IRELAND IN-PERSON CERTIFICATION PROGRAM

INFORMATION

Program Requirement	Program Information	Program Structure	The Enneagram
To attend, you need to know your Enneagram type and be committed to your deeper development.	Find program information, including logistics, meeting details and more. Page 2	Read about the theory and practice of "Development by Design." Page 3	Learn the ancient history and multiple applications of the Enneagram. Page 4

DEVELOPMENT BY DESIGN

EXPLORE THE ENNEAGRAM'S PSYCHOLOGICAL AND SPIRITUAL DEVELOPMENTAL POWER WITH GINGER LAPID-BOGDA PHD

Four-day certificate program

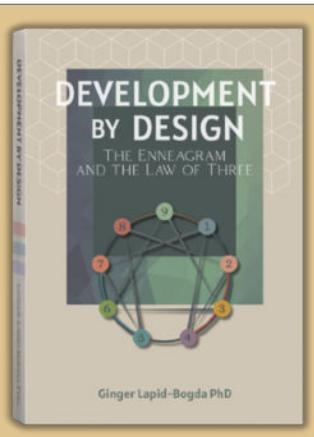
The Enneagram is a powerful development system, but are you using it fully both for yourself and for those you guide in development through your coaching, training, and other professional activities? Do you know what to do, when to do it, how to do it, and why all this works? You'll get concepts you've rarely, if ever, been exposed to, profound insights, and development path activities in abundance. And it will be stimulating, fun, and within an engaged community of people who embrace the Enneagram.

In this very dynamic and illuminating program, full of dynamic engagement and great ideas, you'll begin with a comprehensive assessment of where you are currently in your development, including self-mastery level and psychological and spiritual development levels. These robust and fascinating assessments are done by you, but also include feedback, conversations, small and large group work, plus ideas and support from others. The assessments then set the stage for the next three days of wonderful development work.

First, you'll identify what you most want or desire and explore multiple development activities especially targeted for your type that help you get to your destination. Then, you get to practice these stimulating and type-targeted activities in a highly supportive environment.

Next, and just as important for your growth and transformation, is leaning into the development areas that you typically resist. What is in your shadow? Bring it into the light! What do you not want to see, acknowledge or explore? Let's look and experiment.

Finally, it's time for integration. Think of these opposing forces in development – moving toward (desire) and moving against (avoidance) – and their reconciliation as a third force emerges beyond desire and resistance into presence and freedom.



2026 IN-PERSON PROGRAM

October 12 - 15, 2026

Four days
Monday through Thursday
9am - 6pm

Registration Fee
Early bird | $1700 USD
After August 17 | $1800 USD

Register here
TheEnneagramInBusiness.com
info@theenneagraminbusiness.com

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

MORE PROGRAM INFORMATION

Location:	Attendance	Pre- and Post-Work	Meeting Times | 2026
All sessions will be held at the following location: **The Grand Hotel** Malahide Grove Rd, Malahide, Co. Dublin, K36 XT65 Ireland +353 1 845 0000 hotel website Registration includes: Program, materials, lunch, plus morning and afternoon breaks.	Attendance is required at all sessions. **IEA teacher accreditation credits** If you are applying for IEA teacher accreditation, the certificate from this program is worth 60 credits.	Work will be assigned, primarily using the Enneagram Learning Portal (ELP), a robust, highly informative and strategically interactive online learning portal.	9 am – 6 pm Monday | October 12 Tuesday | October 13 Wednesday | October 14 Thursday | October 15 Attendance is required at all sessions.

Important Information

Participant Requirements

Participants need to have familiarity with the Enneagram system, their Enneagram type and have done some degree of development work using the Enneagram as a guide.

Hours

Daily program hours are 9 am – 6 pm.

Attendance

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

Clothing

Please come in comfortable clothing so you can move freely during certain activities.

Certificate

A program certificate will be sent electronically to all participants once the 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 (60 credit hours).

Required Reading: Purchase in Advance

Please purchase and read Ginger's new book, *Development by Design: The Enneagram and the Law of Three*, available through online bookstores. It is not available as an e-Book due to its being used as both a book and a workbook.

Recommended Books to Purchase

While not required, we recommend the following books:

The Art of Typing by Ginger Lapid-Bogda PhD (**print** / eBook)

The Enneagram Symbol by Jennifer Joss PhD (**print**)

Materials 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.

Materials Given at Session

Each participant will receive a hard copy of *The Enneagram Development Guide 3rd edition* and a large Enneagram floor map. These items will be given to you at the first session.

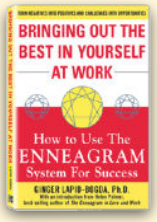
REFUND POLICY

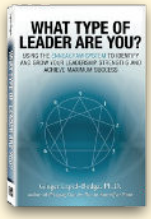
Cancellations only before August 12, 2026 ($200 cancellation fee)

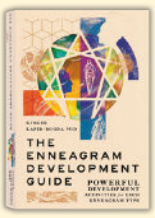
Ginger Lapid-Bogda, PhD, is an internationally recognized Enneagram author, teacher, speaker, OD consultant and coach who helps organizations, leaders, teams, and individuals use the Enneagram to enhance their personal and professional lives. She is the author of 9 Enneagram-business books, many of which 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).

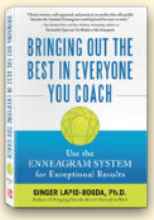
Ginger Lapid-Bogda, PhD

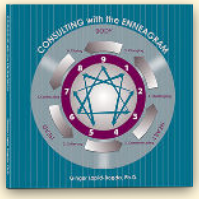
Books by Ginger Lapid-Bogda, PhD

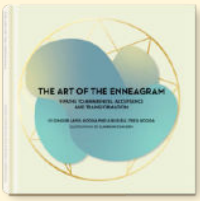












WHAT IS THE PROGRAM STRUCTURE?

CREATE PRECISE DEVELOPMENT PATHS WITH THE ENNEAGRAM AS YOUR GUIDE

PROCESSES AND ACTIVITIES TO USE WITH YOURSELF AND WITH YOUR CLIENTS

From awareness to consciousness

You will be designing your own development path, one that works for you and is aligned with your Enneagram type's deepest development needs. This will help you move beyond Enneagram-based awareness into using the Enneagram for the advancement of your consciousness.

Where Am I Now? Self-Assessments

To move forward in our development, we need to know where we are currently as our starting point for designing our development. This portion of the program is wonderously interwoven with self-assessments and meaningful interactions with others, in pairs, small and large groups, type groups and more.

You'll get to assess yourself from multiple perspectives: overall self-mastery, self-mastery with your Enneagram type, psychological development level, and spiritual development level. Before and after each assessment, you will engage in self-reflection, pair work, conversations, type groups and more. From this, you'll get insight into the development paths that work best for you given your type and where you are currently on your path to greater awakening and consciousness.

What Am I Moving Toward?

Motivation is like fuel in a car; we can't reach our destination without it. And motivation toward something you want or desire is like premium plus fuel. To this end, you'll get a clear sense of what you desire or want to move toward. From this point, you'll add high octane to your fuel through insights and development activities such as guided imagery, Enneagram floor map work, wings, arrows and higher states.

What Am I Moving Against?

Just as important as what we move toward is what we resist or avoid altogether. These areas are part of our shadow and, if unexamined, rob us of the opportunity to work through internal obstacles as well as acknowledge some of our finer qualities.

Through a variety of exploratory interactive activities, we'll use the Enneagram as our guide to explore what we don't want to feel, see and hear. We'll change these avoidances into areas of intrigue and these resistances into forms of energy for transformation.

In addition to Enneagram floor map work, candid conversations, and art, we will explore techniques to shift our mental and emotional states to aid our transformation.

Program schedule at a glance...

SESSION 1
- ☐ Program Overview
- ☐ Self-Assessments
  - ☐ Self-mastery assessments
  - ☐ Psychological level assessment
  - ☐ Spiritual level assessment
- ☐ True Self - False Self
- ☐ Law of Three

SESSION 2
- ☐ Somatic Power
- ☐ Vision and Imagination
- ☐ Development Pathways
- ☐ Enneagram Symbol Mapping
- ☐ Awareness, Exploration and Practice

SESSION 3
- ☐ 11 Forms of Resistance
- ☐ Shadow Work
- ☐ Projection
- ☐ Structure of Resistance
- ☐ Wings as Shadows

SESSION 4
- ☐ Law of Three and True Self
- ☐ Centers of Intelligence and Wholeness
- ☐ Music
- ☐ Arrows
- ☐ Triads
- ☐ Instincts
- ☐ Subtypes
- ☐ Mandalas

3rd Force: Reaching Reconciliation

In the law of 3, there is always one force moving toward, an opposing force moving against, and a third force, often called the reconciling force. This force is not the compromise between the first two forces but a higher level of reconciliation of peace, wholeness, presence and perspective.

The final session is an integrative one, talking about all that was learned, intuited and created in the first three days and incorporating it into a new whole where there is neither desiring nor resisting. Expect art, movement, music, color and map work and things you haven't ever imagined as you create and express your own plan for change, transformation, and heightened consciousness.

"Learning is more effective when it is an active rather than a passive process."
– Kurt Lewin, PhD, the father of modern social psychology

WHAT IS THE ENNEAGRAM?

3 Centers of Intelligence

Each Enneagram type 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 types.

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

History

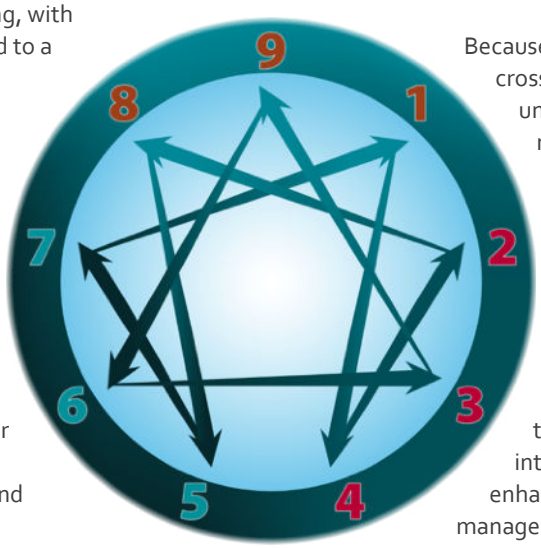
The Enneagram is an ancient system – at least 2000 - 4000 years old. The word comes from two Greek words ennea ("nine") and gram ("something written or drawn") and refers to the nine points on the Enneagram symbol. The nine different Enneagram types, identified as numbers One through Nine, reflect distinct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