THE POWER OF THE ENNEAGRAM AT WORK

VIRTUAL TRAIN-THE-TRAINER PROGRAM

INFORMATION

Program Overview	Program Information	Program Structure	The Enneagram
Read about the intention & purpose of "The Power of the Enneagram at Work." Page 1	Find program information, including logistics, virtual meeting details and more. Page 2	Read about the theory and practice of "The Power of the Enneagram at Work." Page 3	Learn the ancient history and multiple applications of the Enneagram. Page 4

THE POWER OF THE ENNEAGRAM AT WORK

BASED ON GINGER'S BOOK

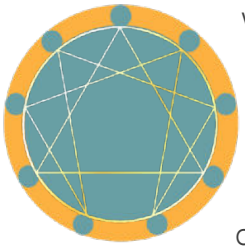
BRINGING OUT THE BEST IN YOURSELF AT WORK

Fully integrates the Enneagram with today's most important business applications of the Enneagram

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

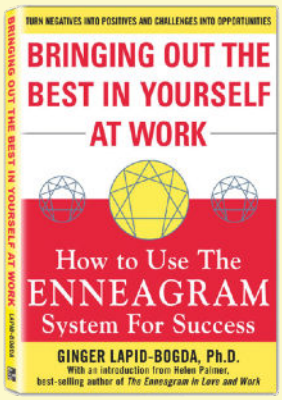
How do we effectively train and consult with organizations to enable them to create sustainable and positive results using the Enneagram? This program, based on Ginger's first book, *Bringing Out the Best in Yourself at Work*, gives you a first-hand experience and detailed activities to bring the Enneagram into organizations in the most important and most frequently used business applications of the Enneagram: communication, conflict, feedback, teams, leadership, and coaching.*

By integrating the Enneagram with time-tested and effective models from the behavioral sciences and leadership development, participants learn high-impact activities that make the Enneagram come to life! With over 38 activities described in detail – and complete with PowerPoint slides and participant handouts – participants engage and learn, but also get practice designing and leading their own original activities. Along with a 133-page Trainer's Guide and accompanying PowerPoints, participants also receive a set of companion training tools for the program and a certificate of completion.



While you don't need to be an expert in the Enneagram, training, consulting, HR, managing, or coaching to attend, it is helpful to have some background in one of the above-mentioned areas in order to ground your learning.

*You can read about the 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 TheEnneagramInBusiness.com.



2027 VIRTUAL PROGRAM
FEBRUARY 8 - 19, 2027

6 four-hour virtual sessions

Monday | February 8
Wednesday | February 10
Friday | February 12
Monday | February 15
Wednesday | February 17
Friday | February 19

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 | 2027
You will need to have access to Zoom and join by camera on your computer or mobile device, plus be able to view PowerPoint slides as well as engage in large and small group discussions. Upon registration, you'll receive an email regarding specific Zoom details.	Attendance is required at all sessions for the structure of the program. 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.	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 2-4 hours).	9 am – 1 pm (PST) Monday | February 8 Wednesday | February 10 Friday | February 12 Monday | February 15 Wednesday | February 17 Friday | February 19 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 – 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 work will require 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: *Bringing Out the Best in Yourself at Work* (print/eBook), *The Art of the Enneagram* (print/eBook) and *The Art of Typing* (print/eBook). Optional reading is *The Enneagram Development Guide, Third Edition* (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

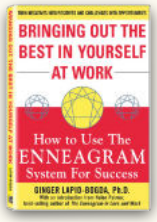
Each participant will receive a 133-page "Trainer's Guide" and a set of "training tools." These items will be sent to you via FedEx in hard copy; please make sure to have them with you in all virtual sessions.

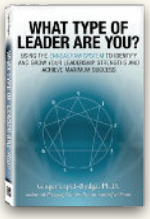
REFUND POLICY
Cancellations only before December 8, 2026 ($200 cancellation fee)

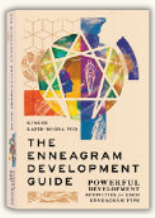
Ginger Lapid-Bogda, PhD, is an internationally recognized Enneagram author, teacher, speaker, OD consultant and coach who helps organizations, leaders, teams, and individuals use the Enneagram to enhance their personal and professional lives. She is the author of 10 Enneagram-business books that have been translated into multiple languages; provides state-of-the-art Train-the-Trainer and other certificate programs, based on the Enneagram's business applications, around the world; offers easy-to-use, engaging Enneagram training tools; and created "Know Your Type," the Enneagram App for Apple, The Enneagram Learning Portal (ELP), and Enneagram Experiences, a gamified approach to learning the Enneagram.

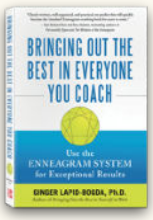
Ginger Lapid-Bogda, PhD

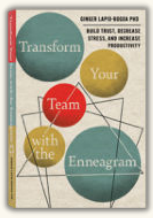
Books by Ginger Lapid-Bogda, PhD











WHAT IS THE PROGRAM STRUCTURE?

Overall Program Orientation

"The Power of the Enneagram at Work" Train-the-Trainer program based on the book *Bringing Out the Best in Yourself at Work* is highly interactive, as participants engage in many of the hands-on activities in the elaborate Trainer's Guide. Learning by doing is a core foundation of this program; watch the nine Enneagram types come alive in these foundational activities!

Typing

While it essential to remember that it is not the trainer or consultant's job to type another person, it is our role to teach the system and guide participants in our program to discover (uncover) their own Enneagram type. This program teaches you how to do this in a group setting – using Typing Cards and other materials – and the typing process also applies in a 1-1 setting.

Communication

Because this is the most commonly used Enneagram application in business settings, the applications section of the program begins here, with multiple activities to help others understand their type better and to enhance their communication skills in the process. The focus is on speaking style, body language, blind spots, and distorting filters when listening.

Feedback

Feedback is the most underutilized skill in organizations today! Many companies provide skill-based job training and rewards systems when the real issue is that people do not get enough honest feedback, both positive and constructive. In this section of the program, you'll learn how to teach the art of giving feedback and the following "how to"s: type-based strengths in giving feedback, type-based common feedback errors, and how to adjust feedback to the nine types for optimal impact.

Conflict

Most people prefer to not engage in conflict, yet conflict exists in almost all relationships. With too much unresolved conflict, relationships and work suffer. With too little conflict, either people are not being forthcoming or relationships and work loose their vitality. In this section, you'll learn to understand and work with conflict from an entirely new perspective, one that makes conflict productive for organizations and a source of deep development for individuals. Why? Both the issues that cause us to react negatively and how we deal with these reactions are a result of our Enneagram type. As a result, conflict becomes a fertile source for our own personal and professional development.

Leadership

Leadership style is a direct outgrowth of Enneagram type, and the Enneagram is a premier approach to help leaders identify their predictable strengths and derailers (development areas), as well as their paths for growth. Based on leadership paradigms and paradigm shifts, this section of the program is an easy-to-use and understandable way to help leaders dramatically develop.

Program schedule at a glance...

SESSION 1
- ☐ Program Overview
- ☐ Training Design
- ☐ Enneagram System and Typing
- ☐ Project Teams

SESSION 2
- ☐ Enneagram Communication
- ☐ Enneagram Feedback
- ☐ Project Teams

SESSION 3
- ☐ Enneagram Conflict
- ☐ Enneagram Leadership
- ☐ Project Teams

SESSION 4
- ☐ Organization Development
- ☐ Enneagram Teams
- ☐ Project Teams

SESSION 5
- ☐ Enneagram Coaching
- ☐ Transformation
- ☐ Project Teams

SESSION 6
- ☐ 27 Enneagram Subtypes
- ☐ Ethics and Marketing
- ☐ Project Team Presentations
- ☐ Closing and Certificates

Teams

This program has a major focus on using the Enneagram to understand individual behavior and team dynamics and then use to this insight for individual growth and the creation of high performing teams. We use team goals and interdependence, team roles, and the four stages of team development (forming, storming, norming, and performing), all integrated with the Enneagram.

Coaching

This section focuses on the Enneagram and intuitive coaching as a way to access our inner resource as coaches.

Transformation

You'll learn multiple transformational activities for your own self-development, but also for use with your leadership clients. These activities work very effectively in organizational settings.

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

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

History

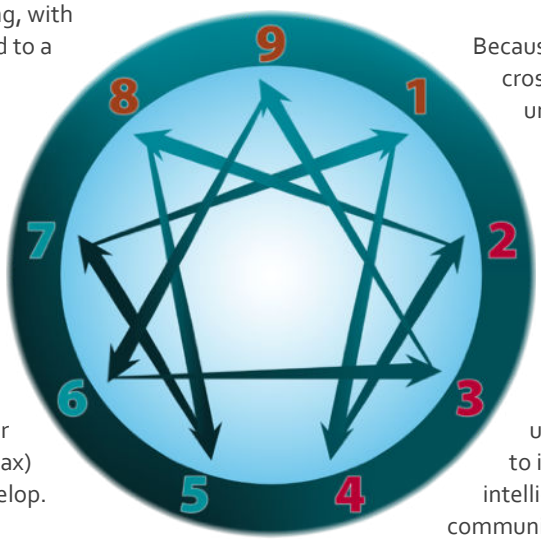
The Enneagram is an ancient system – at least 2000 - 4000 years old. The word comes from two Greek words ennea ("nine") and gram ("something written or drawn") and refers to the nine points on the Enneagram symbol. The nine different Enneagram types, identified as numbers One through Nine, reflect distinct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