COACHING WITH THE ENNEAGRAM 1.0 CERTIFICATE PROGRAM

VIRTUAL PROGRAM (50 ICF CREDITS; 60 IEA CREDITS)

INFORMATION

Program Overview	Program Information	Program Structure	The Enneagram
Read about the intention and purpose of "Coaching with the Enneagram 1.0." Page 1	Read important program information, including logistics and more. Page 2	Read about the theory and practice aspects of "Coaching with the Enneagram." Page 3	Learn the ancient history and multiple applications of the Enneagram. Page 4

COACHING WITH THE ENNEAGRAM 1.0

BASED ON BRINGING OUT THE BEST IN EVERYONE YOU COACH

Fully integrates the Enneagram with the best coaching theory and practices for coaches, trainers, mentors, and managers

ICF Accredited Coaching Program with Ginger Lapid-Bogda, PhD

Coaches, mentors, and managers have responsibilities for coaching people, all of whom have very specific coaching needs, are at varying levels of self-mastery and emotional intelligence, and are of different Enneagram types.

This program uses the Enneagram combined with effective and well-timed coaching methodologies and techniques so that those who coach others can achieve practical, efficient, high-impact, and transformative results. This program goes beyond the coaching basics and includes sophisticated and nuanced coaching techniques from NLP, Gestalt awareness training, and more. You'll build both your Enneagram and coaching knowledge and skills, experience the Enneagram as it comes alive in coaching, and engage in your own self-development.

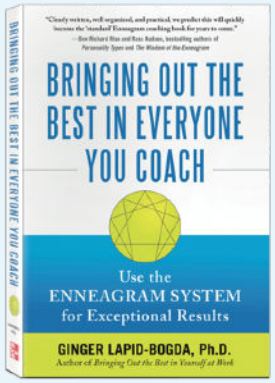
You'll receive a coaching certificate from The Enneagram in Business, worth 50 ICF credits that can be applied toward all ICF coaching certificates. If you are applying to become an IEA Accredited Professional, this program will give you 60 credits.

Additional pre-and post-work required using the Enneagram Learning Portal (ELP).

ICF Program Information

Participation in this program can lead to an ACC ICF coaching credential because it fulfills 50 out of the 60 required number of ACC training hours. However, participants pursuing an ACC credential must meet additional ICF requirements: mentor coaching (10 hours), a performance evaluation, 100 hours of documented client coaching, and a written exam. We can connect you with an ICF mentor coach for mentor coaching and an end-of-program performance evaluation (see next page for more details). In addition, credit hours from this program can also be applied to other ICF certification levels (MCC and PCC), as well as certificate renewals.

If you are interested in research on the benefits of using the Enneagram in organizations based on a robust global survey, go to TheEnneagramInBusiness.com.



2026 VIRTUAL PROGRAM

April 5 - 16, 2027

6 Virtual Sessions

Monday | April 5
Wednesday | April 7
Friday | April 9
Monday | April 12
Wednesday | April 14
Friday | April 16

All virtual sessions are held from 9 am – 1 pm (PST) except the last session, which is 9 am – 2 pm

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

Register here
TheEnneagramInBusiness.com

MORE PROGRAM INFORMATION

Meeting by ZOOM
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..

Upon registration, you'll receive an email regarding specific Zoom details.

Virtual Attendance
Attendance is required at all sessions, as per both ICF requirements and for the structure of the program.

IEA teacher accreditation credits
If you are apply for IEA teacher accreditation, the certificate from this program is worth 60 credits.

Pre- and Post-Work Required
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).

Virtual Meeting Times | 2027
9 am – 1 pm (PST) except the last session, which is 9 am – 2 pm.

Monday | April 5
Wednesday | April 7
Friday | April 9
Monday | April 12
Wednesday | April 14
Friday | April 16

Important Information

Participant Requirements Participants need some background in coaching and/or some familiarity with the Enneagram system and their Enneagram type.

Hours Daily program hours are 9 am – 1pm (PST) except the last session from 9 am – 2 pm. Reserve time between sessions for both pre-work and post-work. This is done independently, primarily using the Enneagram Learning Portal (ELP) with specific assigned activities.

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

Certificate A certificate from The Enneagram in Business will be sent electronically to all participants.

To use credits to become an IEA Accredited Professional, submit the electronic certificate of completion.

This certificate also contains all the information you need to use the 50 ICF credits toward a new ICF coaching certificate or certificate renewal. You can use the 50 hours provided from the program for an ACC credential (or a MCC or PCC) if you are pursuing what ICF calls the "portfolio path." If you are pursuing an ACC directly from this program, we can connect you with an excellent Enneagram-savvy mentor coach who can provide the required 10 hours of mentor coaching and a program performance evaluation for an additional fee. A successful final ICF exam must also be completed.

Pre-Reading Everyone must read these four books prior to the program: *Bringing Out the Best in Everyone You Coach* (print/Kindle/eBook), *The Art of the Enneagram* (print/eBook) and *The Art of Typing* (print/eBook),

Optional reading: *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.

Materials to Be Sent By Mail

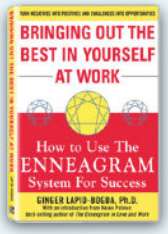
Each participant receives a 90+ page "coaching notebook," a full set of the 30 "training tools." These will be in hard copy; please make sure to have them with you in all virtual sessions.

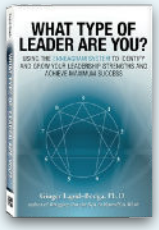
REFUND POLICY
Cancellations only before February 5, 2027 ($200 cancellation fee)

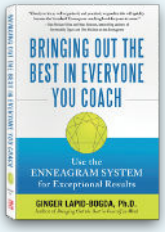
Ginger Lapid-Bogda, PhD, is an internationally recognized Enneagram author, teacher, speaker, OD consultant and coach who helps organizations, leaders, teams, and individuals use the Enneagram to enhance their personal and professional lives. She is the author of 10 Enneagram-business books that have 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.

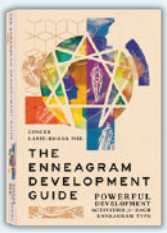
Ginger Lapid-Bogda, PhD

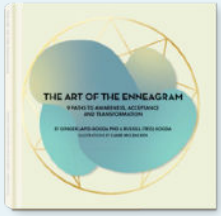
Books by Ginger Lapid-Bogda











WHAT IS THE PROGRAM STRUCTURE?

Overall Program Orientation

"Coaching with the Enneagram 1.0" is based on multiple perspectives to coaching. The most important is this: while expertise, experience, and skills matter, what matters more is the character and qualities of the person doing the coaching. This includes their authenticity, level of self-mastery and centeredness, clarity about their motivations for wanting to coach, their ability to listen without judgment, and more.

Coach Self-Development

During the program, everyone is both a coach and a client (person being coached). This is true throughout, as participants practice the knowledge and skills just learned through the multiple mini-skill practice pairs that occur throughout. Participants also engage in Peer Coaching trios, who coach one another in the same trios throughout the week for a more intensive coaching experience. Being coached can be just as beneficial as being the coach for several reasons: (1) it is an opportunity for your growth as a person and a coach, and (2) it gives you a first-hand experience of being in the client role.

Coaching Knowledge

This program contains a great deal of cognitive and theory input, and these content areas are always combined with information and skill-practice that allows you to put the cognitive learning into action.

You'll learn about coaching frameworks, coaching processes, and how to choose which approach is best for you and your client. Even more, you'll learn about how to assess a client's level of self-mastery within their Enneagram type and why certain approaches work best with the different levels.

Every skill and technique used in the program is theory-based, so you'll also learn why these work, when to use them, and when something else works better.

Coaching Skills

The skills taught include time for practice with feedback, and the Peer Coaching provides a time to utilize the day's techniques (as appropriate to this real-life coaching experience). The Peer Coaching involves 3 individuals; one person is the coach, the other is the client, and the third person is the observer, who offers feedback after the coaching interaction.

See the Program schedule at a glance to the right for each session's sequence of theory and practice.

"There's nothing so practical as a good theory."
– Kurt Lewin, PhD, the father of modern social psychology

Program schedule at a glance...

SESSION 1 (includes pre-and post-work)
- ☐ Program overview and introductions
- ☐ Enneagram type and typing clients one-on-one
- ☐ Building rapport with clients
- ☐ Coaching individuals of each type

SESSION 2 (includes pre-and post-work)
- ☐ Coaching competencies and coaching models
- ☐ Coaching to client's self-mastery level and type
- ☐ Head Center coaching techniques
- ☐ Heart Center coaching techniques
- ☐ Body Center coaching techniques
- ☐ Peer coaching

SESSION 3 (includes pre-and post-work)
- ☐ Coaching and defense mechanisms
- ☐ Coaching to clarify action
- ☐ Type-based paradoxes and coaching
- ☐ Peer coaching

SESSION 4 (includes pre-and post-work)
- ☐ Gestalt -based coaching techniques
- ☐ Voice work
- ☐ Stories
- ☐ Projection and polarities
- ☐ Peer coaching

SESSION 5 (includes pre-and post-work)
- ☐ 27 Enneagram subtypes
- ☐ Metaphor
- ☐ Enneagram type-based searches and avoidances
- ☐ Peer coaching

SESSION 6 (includes pre-and post-work)
- ☐ Development from the Head, Heart and Body
- ☐ Transformational coaching
- ☐ Peer coaching conclusion
- ☐ Coach development

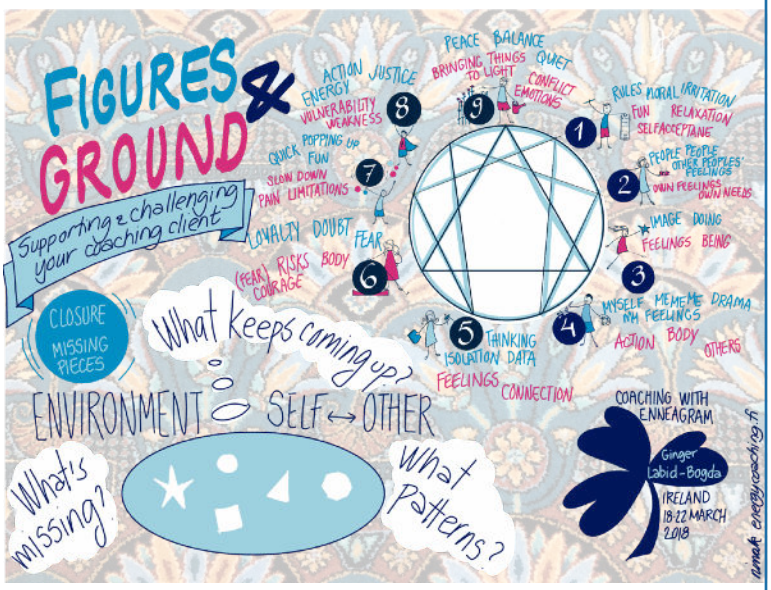
Coaching Techniques

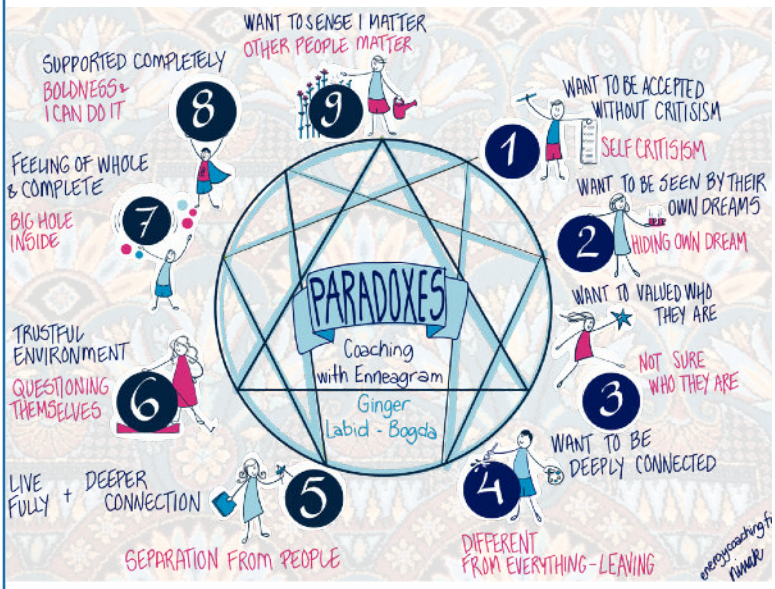
Great techniques used at the right time can make a huge difference in the depth and acceleration of the coaching experience. But, the best technique is for the coach to appear not to be using any, even though excellent coaches are highly trained and use a variety of approaches. A fine musician knows the scales and has mastered technique, but they appear to be playing without effort. Similarly, a skilled coach who knows how to be centered and in presence functions like a fine artist.

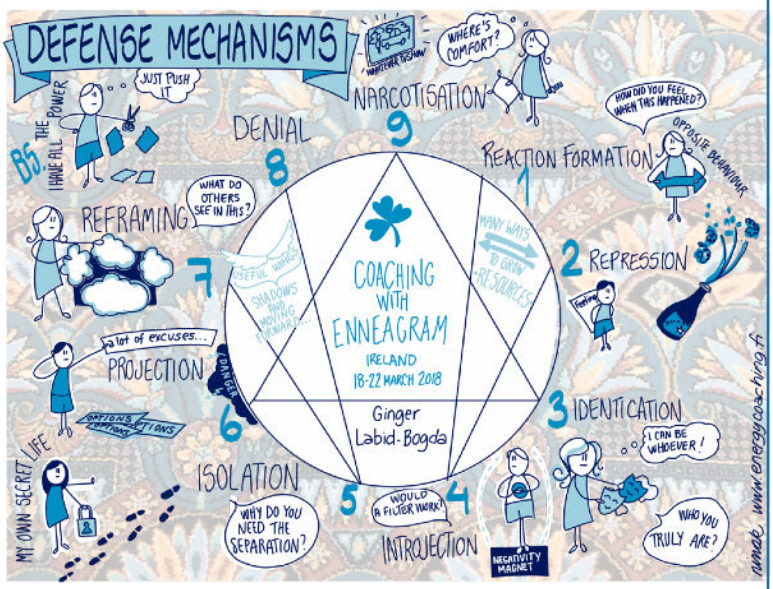
This program is not about technique, it is about coaching excellence with the Enneagram. You'll learn 20+ techniques, but also learn when and how to use them. The program techniques are drawn from a variety of disciplines: Gestalt awareness; Neuro-Linguistic Programming (NLP); psychotherapeutic models, visioning, Enneagram theory, and more. Often less (technique) is more (positive impact).

ILLUSTRATIONS | ENNEAGRAM COACHING

If you want to understand Coaching with the Enneagram 1.0 visually, go no further. Enneagram teacher and visual artist Nina Sointukangas from Finland created some program highlights as she was participating in this exact program. Of course, many more topics are covered, but these give you a sense of the vibrancy of the program.







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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 Types: 5, 6, and 7
Heart Center Types: 2, 3, and 4
Body Center Types: 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

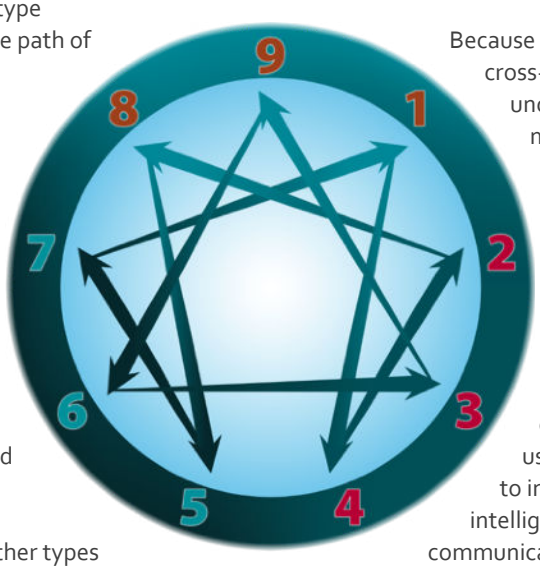
The Enneagram is an ancient system – at least 2000 - 4000 years old. The word comes from two Greek words ennea ("nine") and gram ("something written or drawn") and refers to the nine points on the Enneagram symbol. The nine different Enneagram types, identified as numbers One through Nine, reflect distinct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