



The EnneagramInBusiness.com

Everything You Need For The Enneagram In Organizations

LEADERS:

USE THE WEBSITE FOR YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT!
GET GREAT IDEAS FOR DEVELOPING YOURSELF AND THOSE WHO WORK FOR YOU!

THE ENNEAGRAM IN BUSINESS PUBLIC PORTAL: SPECIAL HIGHLIGHTS FOR LEADERS

The Public Portal contains hundreds of stimulating and useful pages; here are a few leadership-specific highlights:

Enneagram System

Learn more about the Enneagram by going to *Find Your Enneagram Style* with sophisticated style descriptions, detailed style differentiators, and stories by three individuals of each style. You can also find style-based development activities as well as information on Enneagram wings, arrows, and subtypes. You can also use this section to help those who work for you to identify or confirm their styles. You will find the above information interesting even if you already know the Enneagram well, though you may spend less time on it than someone new to the Enneagram. The *Development Activities* for each style are simple and straightforward, and you can use them for yourself or offer these ideas when developing others.

Enneagram Applications: Leadership

The leadership section is robust, and it is best to start with *The 9 Leadership Paradigms: The Leadership Strengths and Derailers* so you can see how precisely the Enneagram can predict your leadership style as well as understand the resultant natural strengths you bring and potential derailers – attributes that can take you off your path to effectiveness and success. Next, go to *Leaders of Each Enneagram Style, Their Greatest Gift and Ideas for Development* so you can recognize, honor and leverage what comes so easily to you that others admire, but also the areas that are your growth edge. In the *Leadership Competency Model* section, you can review today's seven most important leadership competency areas.

Other Enneagram Applications

Almost all of the other business applications will be useful to you as a leader, but pay particular attention to decision making, engagement, negotiations, and coaching. Coaching will be especially useful because as a leader, you coach others, at least to some extent. In addition, there is a section titled *Coaching Stories for Each Enneagram Style* in which Anne Muree, a seasoned Enneagram coach with decades of experience, shares true successful coaching experiences with leaders of each style, including their development issues, coaching process, and results.



ENNEAGRAM LEARNING PORTAL: SPECIAL HIGHLIGHTS FOR LEADERS

This subscription-based portal offers exceptional in-depth information.
(Individuals: \$150 per year; group rates also available)

The Enneagram Learning Portal contains hundreds of interesting and useful documents; here are a few leadership-specific highlights:

Interactions at Work

An invaluable guide to all work interactions at the click of a button

Learn how the 9 styles interact at work and how to improve work-based relationships, including general interactions, manager and employee relationships, and the performance review dynamics. In addition, learn how to make yourself easy to work with and the best ways to not inadvertently trigger negative reactions from individuals of the 9 styles. This section is essential for leaders who must work with people of all styles, and it allows you to accurately predict the probable dynamics and plan for best-case outcomes. It can help you understand the relationships between yourself and others and individuals on your teams. Especially important is *The Enneagram Interaction Grid* because it describes manager-employee relationships in depth as well as the performance review interactions between different Enneagram styles. Thus, it can exceedingly helpful as you prepare for performance evaluation meetings. Go to each of these three sections:

Make Yourself Easy to Work With: Learn the style-based reasons why others like to work with you, why they don't, and what you can do to make yourself easy to work with for everyone.

The Enneagram Interaction Grid: Click the two Enneagram style numbers of your interest and find out how these two styles interact at work when it is going well, when it is not, and what to do about it; how managers and employees of each style work together and how to predict the interactions during a performance review and how to make these go well.

How to Work Effectively with Each Style: Learn the five most important reactivity triggers for each style and five ways to not trigger these reactions in individuals of each style.

Enneagram In-Depth

The Inner Polarities of the Enneagram Styles and A 3-V View of the Enneagram: Values, Vision, and Vulnerabilities: These two pieces by Jerry Wagner contain insightful and witty information and powerful development activities for each Enneagram style.

Ask Bea: Q&A: Ask Bea Chestnut your Enneagram questions.

Enneagram Subtypes: View a streamed video about the Enneagram subtypes, narrated by Bea Chestnut, to understand yourself and those who work for you.

Self-Development

Growth Activities: Leaders can use these style-specific growth activities to accelerate their development.

Bodywork: Integrate bodywork into your personal and professional development through the activities on *Conscious Breathing Practice* and *Body Awareness Practice* by Peter O'Hanrahan. Bodywork is a breakthrough gateway for every leader, plus these are excellent stress relievers.

Transformation: The Enneagram can be used for growth but also for more profound transformation. The activities specifically leverage the transformational aspects of the Enneagram system.

Coaching

This section will be useful to you because, as a leader, you do coach others. In addition, you can gain insights about how coaches need to best work with people of your Enneagram style as if you were the person being coached. It's the equivalent of free coaching!

Expert Monthly Coaching: Each month, nine expert coaches – one of each Enneagram style – will answer the same question regarding coaching clients of their style. This section can be helpful to you in coaching those who work directly for you.

Coaches of the 9 Styles: This section describes the strengths and development areas for coaches of each Enneagram style and offers three coaching-specific development activities for each style. This can be useful to leaders in the coaching roles.

Coaching Clients of the 9 Styles: Clients unconsciously behave in ways during coaching that unintentionally impede their progress. These behaviors are described for clients of each style so that both leaders who coach and those being coached can be aware of these issues.

Leadership

Leadership Case Studies: Read profiles of 9 excellent leaders, one of each style, with insightful coaching commentary from 3 different executive coaches. You can compare your leadership style in action to eight other leaders, but you can also take advantage of the profound and incisive coaching advice for leaders of your style.

Leadership Competencies: Learn the 7 core leadership competencies in-depth, complete with models and Enneagram-based development activities for leaders of each style that enable them to excel in each competency area.

Development Activities: Learn about the leadership styles of the 9 different Enneagram styles and how leaders of each style can enhance and expand their overall leadership capabilities.

The Leader's Bookshelf: Watch a provocative slideshow, something you will enjoy but that also allows you to reflect on how you spend your development time.

Consulting

Consulting Clients of the 9 Styles: Because this section describes how consulting clients of each Enneagram style tend to act as clients and how consultants can best help them enhance their leadership and embrace productive change, it is also extremely useful to you as a leader. It can help you understand how you respond to change and how you can work best with consultants when you utilize their services.

NOTE: THESE ARE JUST SOME WEBSITE SECTIONS OF INTEREST TO LEADERS FROM AMONG A VAST ARRAY OF OFFERINGS.