

# COACHING WITH THE ENNEAGRAM

## CERTIFICATE PROGRAM MONTREAL, CANADA

### INFORMATION

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## COACHING WITH THE ENNEAGRAM

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

5-day Coaching Certificate Program with Ginger Lapid-Bogda, PhD

Managers, mentors, and coaches have responsibilities for developing other people, all of whom have very specific coaching needs, are at varying levels of self-mastery and emotional intelligence, and have different personality styles. As if this isn't challenging enough, those who develop others no longer have the luxury of time. Managers, mentors, and coaches are extremely busy; those being coached have multiple demands on their time; and because organizations are changing at an extraordinary pace, companies both need and expect those being coached to make great strides quickly.

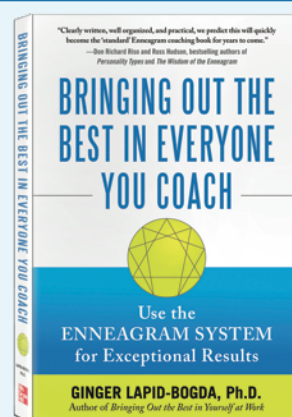
By using the Enneagram in conjunction with effective coaching methodologies and well-timed coaching techniques, those who coach others can achieve practical, efficient, high-impact, and transformative results. At the same time, the ability of managers, mentors, and coaches to coach others well is directly related to their own level of self-development and their ongoing commitment to their own learning; these two areas relate to their ability to be aware, objective, and integrated as well as to engender respect from those they coach.

You'll build your both your Enneagram and coaching knowledge and skills, experience the Enneagram as it comes alive in coaching, engage in your own self-development, and receive a coaching certificate from The Enneagram in Business (35.5 ICF credits). This program is also sponsored by the Professional Enneagram Association of Canada.



**Note:** To learn the best practices and most frequently used business- Enneagram applications, request the 2011 Benchmark Report by the Enneagram in Business Network: [cbr@theenneagraminbusiness.com](mailto:cbr@theenneagraminbusiness.com)

[Register online](#) or call 310.829.3309



### 5-Day Program

Montreal, Canada

May 7-11 2012

Newer to the Enneagram?  
Attend the early morning session on the first day!  
May 7 | 8 am

Early-bird rate | \$1400 (USD)  
After December 15 | \$1500

Price all inclusive: registration, materials, sleeping rooms, all meals, etc.

For more information, contact [info@theenneagraminbusiness.com](mailto:info@theenneagraminbusiness.com)

# MORE PROGRAM INFORMATION

<p><b>Airport</b>  <b>Montreal International</b>  <i>Also known as Pierre Elliott Trudeau International Airport</i></p> <p><b>Meeting times</b>  <i>9:00 am – 6 pm each day</i>  <i>8 am type DVDs (optional)</i>  <i>Last day ends at 3:30 pm</i></p>	<p><b>Venue</b>  <b>Villa Saint Martin</b>  <i>9451 Gouin Blvd West</i>  <i>Montreal Quebec H8Y 1T2</i>  <i>Phone: 514.684.2311</i>  <i>The villa has beautiful grounds and a tranquil environment.</i></p>	<p><b>Clothing</b>  <i>Dress comfortably and casually.</i>  <i>Come prepared for a variety of weather conditions!</i></p> <p><b>Daily Peer Coaching</b>  <i>You coach another person of a different Enneagram style from yours.</i></p>	<p><b>Program fee all inclusive</b>  <i>Registration, all materials, sleeping room (some with shared bath), all meals, and breaks</i></p> <p><b>Refunds</b>  <i>Cancellations before February 1 (\$75 USD fee); no refunds after that date.</i></p>
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## Important Information

**Participant Requirements** Participants newer to the Enneagram should attend an early morning session the 1st day of the program (February 27 from 8-9 am) and also plan to attend the optional 8-9 am sessions each morning (DVDs and discussions). Other participants are also welcome to attend these earlier sessions.

**Hours** Program hours are (9 am – 6 pm each day) unless you attend the optional 8 am sessions; there are multiple breaks and ample time built into the program for lunch.

**Attendance** Commuters are welcome, but all participants must attend all sessions. If for any reason you must miss any part of the program, this must be pre-arranged with Ginger Lapid-Bogda for approval.

Any missed time must be made-up due to ICF requirements.

**Certificate** The program certificate is given at the program end and contains all the information you need should you desire the 35.5 ICF CCE credits.

**Pre-Reading** Everyone must read this book prior to the program: *Bringing Out the Best in Everyone You Coach* (Lapid-Bogda).

If you are newer to the Enneagram, please also read *Bringing Out the Best in Yourself at Work* (Lapid-Bogda) and one or more of the following books:

- ❖ *Ennea-type Structures* (Naranjo)
- ❖ *The Essential Enneagram* (Daniels and Price).
- ❖ *The Wisdom of the Enneagram* (Riso and Hudson)

## Program Materials

Each participants receives a complete “coaching notebook” containing all the concepts covered in the program. In addition, you get a full set of the 25 “training tools.”

Ginger’s coaching book is not available for purchase at the program because participants are required to have read it prior to attending the program. *The Enneagram Development Guide*, a 300 page book filled with specific development activities for each style, will be available (\$27USD).

### In this program, expect to...

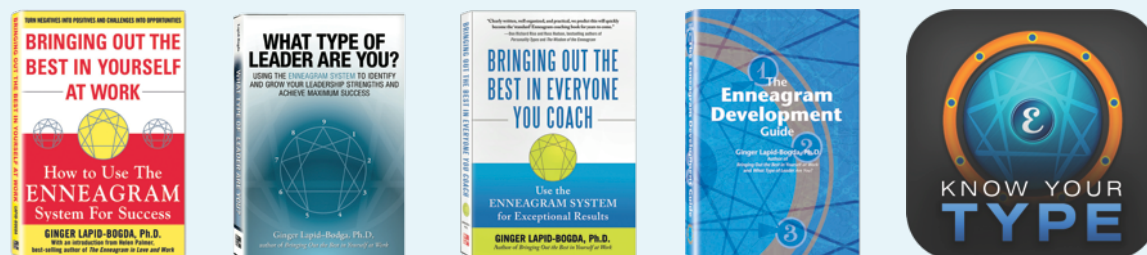
- Both coach and to be coached
- Pay close attention because the program elements build on one another

**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 4 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 recently created “[Know Your Type](#),” the Enneagram iPhone App.



Ginger Lapid-Bogda, PhD

### Books by Ginger Lapid-Bogda



# WHAT IS THE PROGRAM STRUCTURE?

## Overall Program Orientation

“Coaching with the Enneagram” 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 each day, as participants practice the knowledge and skills just learned through the multiple mini-skill practice pairs that occur throughout. At the end of each day, 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.

There are other self-development opportunities interspersed in the program: multiple centering activities for you to experience and use for yourself daily or right before you go into a coaching session; type group work; and small group work.

## 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 style 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 at day’s end 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 day’s sequence of theory and practice.

## Program schedule at a glance...

### Day 1

- Program overview
- How to type clients one-on-one
- Coaching models
- NLP coaching techniques
- Peer coaching
- Optional 8 am session: Enneagram Overview

### Day 2

- Coaching by Enneagram style and self-mastery levels
- Head Center challenges
- Heart Center challenges
- Body Center challenges
- Paradox challenges
- Peer coaching
- Optional 8am session: Head Center styles 5, 6 and 7

### Day 3

- Gestalt coaching approaches
- Voice work
- Stories
- Projection and polarities
- Peer coaching
- Optional 8 am session: Heart Center styles 2, 3 and 4

### Day 4

- NLP coaching approaches
- Metaphor
- Reframing
- Enneagram style-based motivation: searches and avoidances
- Peer coaching
- Optional 8 am session: Body Center styles 8, 9 and 1

### Day 5

- Transformational coaching
- How to type clients one-on-one
- Peer coaching conclusion
- Optional 8 am session: 27 Enneagram subtypes

## 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).

*“There’s nothing so practical as a good theory.”*  
– Kurt Lewin, PhD, the father of modern social psychology

# 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

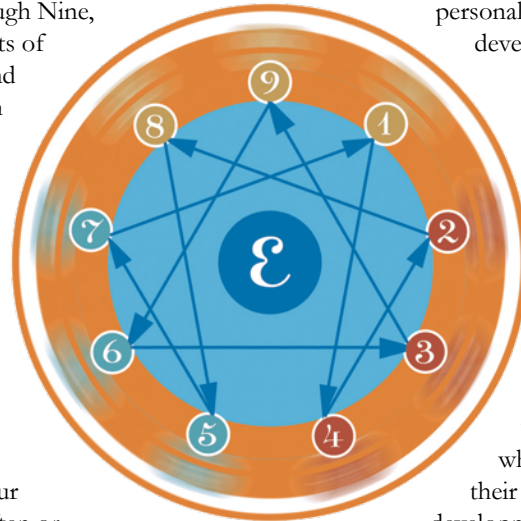
The goal of the Enneagram is integration: to fully and effectively access all three Centers and to use them in an aligned way.

## History

The Enneagram is an ancient system – at least 2000 - 4000 year's 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 styles, identified as numbers One through Nine, reflect distinct habits of thinking, feeling, and behaving, with each style connected to a unique path of development. Each person has only one core Enneagram style, and while our Enneagram style remains the same throughout our lifetime, the characteristics of our style may either soften or become more pronounced as we grow and develop. In addition to our core Enneagram style, there are four other styles that provide additional qualities to our personalities; these are called wings and arrows.

## 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 who embrace it for their own insight and development, organizations are using the Enneagram to increase emotional intelligence (EQ), enhance communication, manage conflict constructively, build high-performing teams, develop leadership, and more.

"We are looking for the key to our ultimate fulfillment in the wrong place." – C. Naranjo

## THE 9 ENNEAGRAM STYLES

<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.