

KELLI THOMPSON

LEADERSHIP COACH · WRITER · SPEAKER

THE NINE TYPES OF LEADERS IN A TEAM AN ENNEAGRAM AND LEADERSHIP HALF DAY WORKSHOP

(Ideal length: 3.5-4 Hours)

Being an effective leader and team member in today's world requires the ability to connect with and inspire your team to achieve great results despite disruption, distance, and different personalities. While teams aren't complex, but people inside them are! So the leaders and team members we need for the future of work must be empathetic and emotionally intelligent. Research shows that self-aware, empathetic leaders are successful leaders.

It might be tempting to use personality assessments like DISC, MBTI, StrengthsFinder, etc., to invite this self-awareness. However, these assessments miss a key ingredient - the *why*. The Enneagram is different. It is a map of nine personality types that inform you of *why* you think, feel and act the way you do. When you know the *why behind how* you, and your team, respond, communicate and act the way you do, you have the power to change behaviors and results.

For organizations, using the Enneagram brings shared language to each team members' strengths and even the things they do that drive others crazy! But, teams also walk away knowing how they complement their team members, what motivates others and how they can energize one another (or not!). It's a fun day of self-discovery and empathy-building for each other.

As a leader, it helps you understand the personalities and motivations on your team, improve communication, and resolve conflict. It boosts your effectiveness and emotional intelligence. As a leader, this self-knowledge is critical to helping you lead at the next level with more confidence to get the results you want.

For individuals, knowing their Enneagram number helps them build self-awareness by recognizing their strengths and blind spots. It invites awareness into their habits, reactions and unhelpful beliefs driven by ego, and invites them to a growth path to their highest self. This gives them the insight to enjoy more clarity and confidence, career satisfaction, and overall happiness.

After these sessions, leaders tell me that people are quicker to adapt to their colleagues' working styles to get things done and know how to better communicate with their team members to reduce conflict. Not to mention, the fun of learning your Enneagram type serves as a lifelong leadership and career development resource to evolve with the future of work.

Learning Objectives:

The team will walk away with strategies and tools to:

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- Know their type and learn their colleagues' types (i.e. The Nine Types of Leaders in a Team) and how to use this information to shift their mindset and actions to get better results
- Recognize five paths for growth to improve communication, problem solving and show up as your most clear and confident self at work and home.
- Build more empathy for one another to foster a healthy team environment and create shared language for speaking up and communicating with one another.
- Improve communication and confidence while reducing unproductive conflict so teams can foster the relationships needed to lead change and deliver results.

You do not need to manage people to benefit from this development experience!

WORKSHOP DELIVERABLES:

*This experience uses a blend of [Integrative Enneagram Assessments](#), leader coaching and group workshop time.

- Includes a pre-session with team leader(s) on their unique team dynamics. We'll discuss the "so what" factor so leaders can understand their team's culture and can adapt their leadership and coaching styles for the best results.
- Includes a half day team workshop

HALF DAY WORKSHOP: Up to 4 hours

Sample Agenda:

9am – *Enneagram & Leadership 101*

- Recognize the importance of emotional intelligence for today's modern leader and how the Enneagram invites greater self-awareness and a path to professional growth and success.

9:45 – *The Nine Types of Leaders In A Team*

- Learn the nine different approaches and working styles of individuals on your team. Recognize the strengths, blind spots, and communication styles of each team member.
- Build empathy and manage reactions toward other styles so you can foster stronger relationships inside and outside your team.

10:30am – break

10:45 am – *The Nine Types of Leaders In A Team (cont.)*

11:30am — *Shift From Conflict to Clarity*

- Understand the typical responses to change and what triggers conflict in teams and how to use your energy and talents to generate solutions.
- Recognize how the culture of your team drives results and how to overcome the conflict by embracing empathy for different working styles

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- Learn a framework to communicate clear expectations, feedback, and goals to reduce re-work and improve results.

12:15PM – Wrap up & create clear plan on next steps for S.E.L.F. growth and T.E.A.M. success.

INVESTMENT:

- In Person: This half day experience, including the leader coaching session, ranges between \$7000 - \$15,000 (depending on location) + assessment cost (\$120 per person).

Kelli is based in Omaha, NE.

- Virtual: This half day experience, including the leader coaching session, starts at \$4500 + assessment cost (\$120 per person).

OPTIONAL POST-WORKSHOP COACHING: (Up to six weeks post workshop)

- Kelli or a certified team member can offer discounted Enneagram & Leadership coaching sessions at a rate of \$399 per 60-minute session