



"The immediate goal (in learning the Enneagram) is to recognize the inner patterns that drive your outer behaviour. These patterns vary according to the type of person you are, and can be internally witnessed..."

Helen Palmer, Global Expert on the Enneagram

What Is The Enneagram?

- It is a system that organises people into one of 9 different 'personality types'
- It illuminates our unconscious and conscious thoughts, patterns of feelings and external behaviours
- It provides individuals with deep insight into their patterns of behaviour
- It unpacks the complexities of human relationships, by highlighting how the 9 types inter-relate with one another
- It helps people to recognise and understand an overall pattern of behaviour
- It unravels our internal attitudes, defence mechanisms and object relations
- It reveals our communication styles; and management leadership styles
- It does not put us in a box, it actually helps us out of our box
- It can be used systematically to highlight where you are in a process

The Purpose Of The Enneagram

- Leadership development
- Managing high performance teams
- Management growth programs
- Constructive communication
- Conflict resolution
- Diversity dissection
- Building productive team dynamics
- Sales
- Feedback
- Mentorship
- Decision making

Benefits Of The Enneagram in Business

- Improves working relationships
- Increases an understanding of the workplace
- Improves communication between colleagues
- Improves communication with consumers
- Brings out an understanding of consumers as individuals
- Helps avoid conflict
- Deals with diversity
- Provides deep insights into self and others on every level of communication and behaviour

The Enneagram shifts mindsets in order to engage and change behaviour

How The Enneagram Can Be Incorporated Into Development Programmes

- A perfect compliment for raising emotional and social intelligence
- Provides accurate and deep insights into behavioural style
- Gives an easily accessible clarity into personal developmental areas
- Provides people with an manageable 'map' with which to navigate their own developmental journey
- Enables people to have a language with which to engage with one another
- The Enneagram is a versatile compliment to learning about personal development as a behaviour and mindset because it gives people insight into themselves and others in a non-judgemental way
- This tool allows for different types of leadership (i.e. personal, adaptive, strategic) to prevail
- Highlights personal development strengths and challenges
- Can be used to develop leadership competencies

Who Has done The Enneagram With Us:

- Norton Rose Fulbright
- Barloworld Motor Retail
- Sysmex
- Spar
- Arcelor Mittal South Africa
- BHP Billiton
- Sasol
- SAPREF
- SAPIA
- Liberty
- Momentum
- Adams & Adams
- Italtiles (CTM)
- KPMG
- Roche
- EOH
- Tracker

References:

Mike Nel (Spar): 082 466 7762
Ronnelle Fenton (EOH): 082 499 1737

 Saffron Baggallay

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We work hard to ensure the message we deliver are embedded in the organisation's developmental needs