



Egowise Facilitation

Apply the Enneagram Levels of Development

4-5 April 2012

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Johannesburg - Campbell House, Waverley

Workshop Intention:

South Africa has an established and continually growing community of Enneagram Practitioners. To compliment how practitioners are applying the Enneagram, focused predominantly on personality, our aim is to emphasize aspects of the Enneagram, which will deepen and provide additional application opportunities for personal development and change in groups, teams, and organizations.

In collaboration with Don Riso, Russ Hudson, Albert Kamphuis and the Nine Domains Group we would like to position the Enneagram from a Change Management, Innovation and Sustainable Growth Perspective.

We are committed to deepening your personal experience of the Enneagram. Whether you're studying, teaching, or coaching the Enneagram, this workshop will provide you with more practical application possibilities.

During this two-day workshop we will:

- Experience applying Egowise Leadership and working with the Enneagram Levels of Development which has applicability for managing individual, group or system change and transformation.
- Bring attention to your predominant focus, response pattern and innate talents as facilitator when working with others.



- Introduce practices which realign your intention to your innate talents. We will practice, deepen the practice and continually experience opening up and holding a more conscious space for yourself and others.

Pre-requisites:

To receive the most benefit from this workshop, you will need to know your Enneagram Type and be conversant with the basics of the Enneagram language.

The facilitators will be able to work with different levels of Enneagram understanding. Whether you are a thought leader, highly experienced, starting to learn or somewhere in-between working with the Enneagram this is completely fine. To make it meaningful we work with where you are at.

Content

This workshop is focused on the experiential. This includes applying Egowise Leadership, the Process Enneagram (InnovationCircle), Triadics, Integration of the Centers together with the Levels of Development.

The take home materials from this retreat include the 9 Transcriptions of Egowise Leadership. This is based on the book by Albert Kamphuis: *Egowise Leadership & the Nine Creating Forces of the InnovationCircle*; and a Riso Hudson Levels of Development Pocket Guide.

Experiential Process

To lead the facilitation and hold the space, Albert Kamphuis will be facilitating the workshop and at different points during the programme he will co-facilitate with authorized Riso Hudson and Nine Domains facilitators.

The experiential process focuses on awareness of the dynamics of your personality. The exercises will give you plenty opportunity to ignite changes in your awareness and similarly within groups or teams.

We would like to introduce a holistic and impactful approach to working in an Egowise way with yourself and with others.



Facilitators

Albert Kamphuis

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ALBERT KAMPHUIS MSC graduated in 1984 as a cultural anthropologist at the University of Leiden. He was International Management Consultant with the Dutch Multinational Philips for 5 years and established as an independent Management Consultant since 1989, his focus is on the influence of personality structures on leadership, strategy definition, innovation effectiveness, project management and team development.

Trained in many personality approaches, like MBTI, he started with the Enneagram in 1994. As a facilitator and coach, he guided hundreds of teams and managers through breakthrough innovation workshops, team meetings, interactive policy formulation and leadership development. His (team) coaching and trainings focus on personal mastery in business

Monika Adelfang

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In 2000, Monika started studying the Enneagram as a student of Don Riso and Russ Hudson's Enneagram Institute. She is a Riso Hudson Authorized Training Provider since 2007. In 2008, she was one of the co-founders of the Nine Domains Group, focusing on applying the Enneagram in teams, groups and organizations. Monika sees herself as a lifelong student of the Enneagram. She is called by her nick name Mons. Mons is a Type 5w4 (SO – SX – SP)

Mons has been working professionally in the field of Change Management for the last 12 years. She facilitates change processes within Groups. She is a TOGAF certified Enterprise Architect, focused on People Architecture.

Her passion is to facilitate and trigger the healthier and more sustainable functioning of teams, organizations and families.



Barry Coltham

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Barry is a professional business leader, facilitator, teacher, and coach.

He has an Honours Science Degree in Chemistry & Oceanography. Career path included applied chemistry, process engineering, and business performance improvement.

Masters degree in Business Leadership—last 22 years has focused on Change in business through the Science & Art of Human Performance Technology.

Has special interest in research, consulting, and facilitating performance improvement in the workplace.

Has worked with the Enneagram since 2003.

Developer and Faculty member of the Nine Domains Group. He is also an authorized Training Provider and certified Enneagram Institute Teacher (Riso Hudson).

Barry is a 6w5 (SX-SP-SO)

Joni Peddie

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Joni's background is Corporate Marketing: while working for 3 different Multinationals, she experienced the full spectrum of “boardroom battles,” “meeting mania,” and—on the positive side—teams working “in flow” and at peak performance. Fifteen years ago, Joni started The BizComm® Group—a Skills Development Company. She now fulfills her life purpose as a human behaviorist working with individuals and corporate teams as a Coach and a straight-talking Facilitator. In a world of dynamic complexity, there is a desperate need for self-awareness, agility, and a greater understanding of “what makes others tick” ... and most importantly, interpersonal skills—all of which Joni embodies and teaches others.

Joni has facilitated The Integrated Leader Programme™ with corporate teams for the last 8 years. The Enneagram is the core of this 11-module programme. In addition, Joni now uses the Nine Domains Approach and the TOLAT Survey to offer teams an assessment that is “precise, practical & perceptive.” Joni overheard a client speaking of her team: “I have measured what I value, and now with the TOLAT Journey, I can also manage what I've measured.”



Venue Details

Campbell House

2 Campbell Street, Johannesburg
+27 11 887 8521

<http://campbell-house.co.za>

GPS Coordinates: S 26°8'22" E 28°5'05"



Logistics and Costs

The cost for the two day workshop, including catering, handouts and facilitation is **R 2 800** per person.

Please confirm your booking by 22 March 2012.

For reservations and payment please contact Mons at: mons@ninedomains.com or (+27)83 522 7899.



Workshop Outline

4 April

09h00	Centers Exercise - Three Ways of Welcome
09h30	Introduction to the Egowise Leadership - You - You and the Team - You, the Team, & the Outside World
11h00	Break
11h30	Introduction to the Enneagram Levels of Development - Individual Functioning - My Centre of Gravity - Observing my movement within the Levels
12h30	Lunch
13h30	Mature Contribution Exercises - Observing my shift in Levels - The Brain and Levels - What drives your path for change? - Applying mature contribution. What would happen in the world? - The Level 4 Paradox: the choice of freedom
15h30	Break
15h45	Mature Contribution Exercises - Continued
17h00	

5 April

09h00	Managing the Self in Team Situations
	Recognizing where others are coming from?
10h15	Break
10h45	Owning all aspects of the Facilitator Role - Reenacting - Cases – Examples of real team behavior - All aspects of the InnovationCircle dynamics - Letting the Team own all aspects of their Functioning - Triadics - Strategic World Views - U-Turn
13h00	Lunch
14h00	Defense System Impulses Exercise - Becoming aware of my defense mechanisms - Recognizing impulses: wisdom or reptile - You can get there, but you cannot go there - Consistently doing the Work
15h30	Break
15h45	Defense System Impulses - Continued
	The grace of greatness – You, Team and World
17h00	

