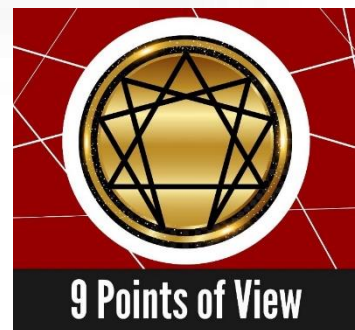




Enhance Your

Recruitment, Selection Of
Candidates & Coaching
Financial Consultants
Using The Enneagram
Personality Profile
Programme Code: TGS-2022601595



USING THE ENNEAGRAM PERSONALITY PROFILE

This certification program will help you as an Agency Leader or Senior Financial Consultant, to learn new and advanced ways to integrate the pieces of the Enneagram puzzle to coach and develop your Financial Consultants. Since the Enneagram is a deep science and art of pulling your own deeply held resources together and understanding the parts which do not function well anymore, this level of learning opens new horizons to integrate oneself and work closely with other type numbers. As dynamic individuals, you will understand the need to not get stuck in your own Type characteristics but learn to get out of the box (unstuck) and integrate the different arts of the whole. This will involve new approaches to working with what we naturally do well in and have to offer, our blind spots, vulnerabilities and sensitivities. By the same token, it offers a paradigm to capitalize on weaknesses by maximizing strengths of others. This is crucial for recruitment strategy in the Insurance industry.

Participants will learn techniques to integrate and transform their own rejected qualities into their acceptable self-image. Learn the coaching process of the 4 R's so you'll be able to recognize, relabel, reown, and recycle your polarities and use this process when recruiting & coaching your staff. The program will delve deeper into the wings (adjacent strengths), and the points of relaxation and stress of each type, the arrows, so we can expand our own personality styles.

This workshop will help you as an agency leader to ask laser questions, develop your team mentally, emotionally, strategically and guide them to self-coach. Participants will practice interpreting the Enneagram Personality Profile in depth and debrief it effectively. Additionally, participants will utilize the Enneagram Profile to coach their team to understand them at a deeper level for recruitment and select suitable candidates to fill the gaps hence enhance performance, success levels and business opportunities.





KEY OBJECTIVES:

To use the Enneagram Profile for deeper understanding of Financial Consultants and potential Candidates for Coaching & Recruitment.

LEARNING OUTCOMES:

1. Understand how we are limited by our own Rules, Beliefs and Paradigms and What we believe is Impossible to do to be a Top Financial Performer
2. Know the Paradigm Shifts that take place when we are under Stressful and Relaxed conditions and identify useful / harmful behaviours that affect our Performance
3. Exploration of the Wings and what it looks like when we identify with the Resourceful / Unresourceful sides
4. Learn about the Defense Mechanisms of all Types and how we Use them when we are Triggered under Stressful situations
5. Know how your SubType supports or hinders your Choices in our Daily Life and Behaviours as a Financial Consultant
6. Understand and learn how to give Effective Feedback to the 9 Types to develop our Financial Consultants
7. Understanding Enneagram Trends when Relating to and in Conflict with Financial Consultants or Clients
8. Coaching Techniques to Develop Self to be a more Effective Agency Leader and Develop Financial Consultants through a series of Questioning Techniques and other Tools
9. Learn Effective Selection Processes & Recruitment of potential Candidates using the Enneagram Personality Profile

AUDIENCE: Agency Leaders, Aspiring Agency Leaders & Senior Financial Consultants

DURATION: 4 day live workshop (Total 28 hours)

MATERIALS: Workbook and Slides

USUAL FEE: S\$ 2350.00

NETT FEE AFTER IBF FUNDING: S\$1850.00 from Jan 2023

ENTRY REQUIREMENTS: minimum O or N levels, Enneagram Level 1 or any other Basic Enneagram Practitioner Certification

CLASS SIZE: Face to Face – 20 to 25 pax, Online Zoom – 15 to 20 pax

CERTIFICATION ON COMPLETION:

ENNEAGRAM COACH CERTIFICATION



About EQ World



The learnable skills that are essential for all individuals to learn to attain peak performance include consciousness, optimism, empathy, trust, building effective relationships, management of impulses, influence, self-efficacy and finding one's purpose.

EQ World is dedicated to teaching Emotional Intelligence (EQ) in an engaging and thought-provoking way, blending fun and learning processes that translate into positive shifts and breakthrough results.

We deliver proven Enneagram interventions that accelerate positive change for individuals, businesses and teams and are at the forefront of research into the latest practices and applications to manifest results for all our partners.

With over 25 years of experience conducting EQ programs in the Asian region, our consultants have supported clients in Singapore and throughout Asia including top brands like AMEX, HSBC, SIA, Shell, Hewlett Packard, NOKIA, Sheraton, IBM, etc.

We utilize a behavior based EQ profiling system that blends various disciplines ranging from performance management, psychology, and behavioral science and neuro research to guarantee results with those who seek change and transformation. In addition to EQ profiling, we combine it with the Enneagram Personality profiling and values profiling so that one's view of themselves and the world is expanded. Such information, thus, gives a multi-faceted opportunity for positive change to happen and specific steps to be taken.

Our Team



Dr Granville Ed D'Souza

is the COO of EQ World Pte Ltd, a consulting and training practice specializing in organizational behavior and performance. In the last 25 years, Granville has been helping leaders and their charges approach their strengths and weaknesses through coaching and facilitative workshops that deal with team and individual behavior.

He has been actively promoting Emotional Intelligence in organizations since 2000 where he employs tools and therapies to help staff cope with emotional issues and find solutions to their challenges.

He also uses various instruments like DISC, Enneagram, Harrison Interview, MBTI and Baron's EQ-i in his coaching practice to help participants understand innate behaviors and those within their influence so that they can work on noticeable patterns.

His present programs include Leadership, Performance Coaching, Energy Psychology, Emotional Intelligence, Personality and behavior Profiling, Coaching with EFT (Emotional Freedom technique).

He frequently uses techniques on Psycho Cybernetics to build self-image and belief in others through his 3 month coaching system thus ensuring permanent results.

He has authored numerous articles for a variety of HR magazines, is the co-creator of the EQ Coach cards, written 3 books entitled EQ from the Inside Out, Unshakeable Spirit and EQ: The Secret of Inspiring leaders. Granville has a Bachelor of Arts, an MBA and a Doctorate in Business Administration with the University Of South Australia where he researched on Emotional Intelligence.

Our Team



Marion Nicole Teo

is a well-known and established Image Building Consultant and is the COO at EQ World Pte Ltd. Marion is a Certified Master Trainer, Facilitator and Coach in both Emotional Intelligence (EQ) and the Enneagram. She has also attained the full Advanced Certification in Training & Assessment (ACTA).

She has over 25 years' experience training in diverse industries, including financial institutes, government agencies, universities and retailers, in the areas of etiquette and protocol, professional image, emotional intelligence, service quality, conflict resolution and developing interpersonal relations.

Over the last 10 years she has been conducting Leadership Training and Coaching to help leaders put their best foot forward and to lead by example by practicing EQ and make better decisions on a day to day basis. Through her training and coaching, Marion aims to create more self-awareness in her participants, develop their resilience and confidence, and give them a decisive edge in their personal development to achieve personal success and happiness.

In 1987, she was crowned Miss Singapore Universe and represented the nation in the Miss Universe pageant where she did Singapore proud as one of the semi-finalists. Marion holds an Honours degree in Biochemistry from the National University of Singapore. She has recently written a book "Happy Once Again", sharing her life struggles and challenges, and how she overcame them. She has been featured in various newspapers, magazines, television and radio shows and has been a keynote speaker at different events. Marion is also an active Rotarian where she spends her free time helping the less fortunate locally as well as overseas.

What Others are Saying?

“When I was approached to attend a training program on "Enneagram", I was very sceptical. I sat through the course and was immediately mesmerised by the contents and of cause eloquently and masterfully delivered by both the course instructors, Dr Granville Ed D’Souza and Marion Nicole Teo. As a trainer myself, I’m not so easily impressed, but for these two, I was all ears. As a practitioner and Agency Leader in the Financial Planning Industry, I found it very useful in my business.

The program is easily comprehensible and delivered in a very down to earth manner. It is made even more interesting when participants were made to form into panels and share on their Profile Types. It is meaningful to me because I am in the people’s business, and I interact with my clients, my financial consultants and agency leaders every other day. So, understanding the different Types helps me to communicate more effectively with them.

I planned to use this as my Profiling Tool for my Recruitment/Selection of Financial Consultants or Agency Leaders. There are certain traits that I’d like my Financial Consultants to have, i.e. Driven, Trainable, Compliant and maybe even Team Player. For my Agency Leaders, I would definitely prefer someone who at least have Leadership qualities.

After my course with EQ World, I’ve purchased some tests and gotten all my Financial Consultants, Agency Leaders and Staff tested. I needed to know what and who I’m dealing with, henceforth. Basically, I’m using this new found knowledge to better deal and coach them more effectively. In the past, I might have make mistakes and probably didn’t do a good job in coaching and more importantly, could have brought out the best in them.

My main take away from this program is that “Different Folks, Different Strokes”. We’ll need to adapt and be flexible in managing the people in our business as well as the relationships with my loved ones. Another could be that opposite attracts. In the past, I’ve always believed that I should cloned myself. Recruit people of similar strength, when I should have recruited people who would complement and balance my strength and Type.”

Michael Seow

Senior Financial Services Director

Prudential Assurance Company Singapore (Pte) Limited

ChFC, LUTCF Fellow, IBF Fellow

What Others are Saying?

“I wish to thank Dr Granville D’Souza and Marion Teo for the profound impact they have brought into my life just from the Enneagram Spectrum certification. I attended their 5 days Enneagram Coaching course in 2018 and that has changed my perspective in the way I coach, train and recruit talents. I have experienced deep transformation in my role as coach, mentor, trainer and industry player over the past few years. I went to their course with scepticism and doubts but I ended up fully convinced that enneagram will be one profiling tool I will be using extensively for the rest of my life. I have been actively practicing enneagram in my everyday life be it at work or at home ever since. In my encounters with Gran and Marion, they found them to be authentic people, ever ready to contribute to the enneagram community. They unselfishly shared their knowledge purely to impact and not just solely for commercial gains. To me, they are the most underrated enneagram masters in town. I have lived it out to share my testimony to anyone who are curious about enneagram. Wait no more, go for the true masters. I’m feeling more grounded in my life now and still progressing strong. My colleagues have observed my proficiency in my enneagram practise. I have been enthusiastically sharing my journey with my friends in the industry and referring Dr Gran and Marion to all my peers.

The most salient outcome of the course was understanding myself as a leader. At the core of it is self-awareness and awareness of the team members I work with and the patterns I adopt. The course has brought me into greater consciousness, especially the innate limitations that have held me back and how I may have made some poor decisions in the past, thinking that they were actually useful. The Enneagram is able to pinpoint with accuracy some of the blind spots that needed to be addressed and it enables a roadmap to be planned out and systematically practiced.

At work, I use enneagram to select candidates for my organisation, it has given me much clarity of the profile I am looking for. It has also enabled me to understand the depth of personality in candidates I recruit, quite often similar kinds of individuals and why the dynamics can afford to change. The knowledge gained specifically about personalities allows me to understand how the combinations of numbers determine success and how to nurture these candidates over time.

I have used the Enneagram extensively to understand each individual better. In the past, these patterns were hidden from me and upon further Enneagram analysis, it has reflected on my patterned choices, preferences and where I was not stretching myself to go out of my comfort zones to develop my team members who sometimes may not necessarily get along with me best for reasons based on certain pre-determined judgments. But now I can exercise choices to witness better results and have them deliver much more effectively. My people have become more responsive to me as I progress along.”

Samuel Goh

AIA Singapore Pte Ltd

IBF fellow, Past FSMA President, LIMRA Master Trainer