



ENNEAGRAM PRACTITIONER CERTIFICATION (Level 1)

*31 August, 01, 04, and
05 September 2023*



Using the Enneagram

The workshop emphasizes the importance of awareness as a fundamental tenet and seeks to provide participants a fundamental tool and platform to explore the key components firstly understanding self and unveiling blind spots and secondly in improving our mindset, hence decision making and how we feel about ourselves. Only then, can we be conscious and build long lasting and authentic relationships.

The program will do a deep dive into understanding our deeply held patterns of thinking and behaving, how information is processed and conveyed both consciously and unconsciously, and what leads someone to become the way they are. With such an understanding, the ability to tweak our responses to achieve personal excellence is heightened. Nurturing such a skill and ability allows us to effectively influence and lead others. The WEPPS tool will underline and pinpoint with accuracy one's predispositions and ways of being are driving success or limiting growth opportunities. It will not only highlight gaps and challenges but offer a path for growth with clear guidelines about how to move forward. This workshop will offer a roadmap for making a complete turnaround in our communication and relationships with others.

Offering a framework for personal and organizational transformation, the Enneagram encourages personal responsibility, supports continuous improvement and fosters open communication. The Enneagram is effective in many business and organizational applications, including teambuilding, performance enhancement, communication skills, motivation and negotiation. The Enneagram demonstrates different points of view, strengths, limitations and communication styles for each of the types. This helps you to learn how to work with your blind spots and become more effective. As you discover your personality type, you also will discover what motivates you, your coping strategy and keys to personal development.





KEY OBJECTIVES:

To increase awareness of self, recognize blind spots, understand clients to build better relationships and identify prospects for effective communication

LEARNING OUTCOMES:

1. Understand the key Features of the nine Enneagram Styles
2. Identify Unconscious Patterns that trigger Reactions and Drive one's life
3. Practice how to read behaviors and predict possible Outcomes
4. Gain Clarity on our Communication Blind spots and enhance Communication through the Understanding of our Differences
5. Understand the Importance of Facing up to Difficult Situations and how to Effectively get your point across
6. Using the Enneagram to know the Needs of Potential Clients and enhance Client Relationships
7. Understand all the Personalities around you so that you Listen with Compassion, Awareness and Understanding
8. How to interpret the Enneagram Personality Profile in depth and debrief it effectively



AUDIENCE: Sales people, Executives, Small Business Owners

DATE: 31 August, 01, 04, and 05 September 2023

DURATION: 4 day workshop (Total 28 hours)

MATERIALS: Workbook, Slides, Enneagram Personality Profile online test.

REGULAR FEE: \$2350

EARLY BIRD FEE: S\$ 1850.00

CERTIFICATION ON COMPLETION:

ENNEAGRAM PRACTITIONER CERTIFICATION

About EQ World



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.

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.

We utilize a behavior based EQ profiling system that blends various disciplines ranging from performance management, psychology, and behavioral science and neuro research to guarantees 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 CEO of EQ World Pte Ltd, a consulting and training practice specializing in organizational behavior and performance. In the last 27 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.

Our Team



Daniel Yeo

Daniel Yeo is the Country Director, China of EQ World Pte Ltd, a consulting and training practice specializing in organizational behavior and performance. He has 26 years of extensive engineering, sales, business development/Key Account management and people enablement experiences in the medical technology businesses in the Asia Pacific region.

Daniel partners C-Suites, business and L & D leaders in identifying challenges that inhibit growth mindsets and organization goals. And facilitates the journey of change towards set aspirations. Daniel has also developed and facilitated EQ & Mindfulness based change management program, Leadership, sales, and High-Performance team interventions. He is also certified in the Enneagram Profiling Tool and has used it extensively in his intervention programs.

Daniel spoke extensively on international HR conferences such as the Sino-German HR Summit, organized by the German Chamber of Commerce China, the HRD Summit in Shanghai and at the prestigious Shanghai Fudan University School of management to deliver a keynote speech on, "Mindful Leadership".

A certified executive coach with over 2500 coaching hours, Daniel volunteered as an Executive coach for senior leaders from charities and Non-Profit Organizations with the Centre for Non-Profit Leadership. He also serves as a mentor with the Asian Institute of Mentoring. He founded Seed of Lives, a ground up initiative dedicated to build a more resilience society by offering Resilience Programs for children, teens and youth adults. With a team of volunteers, Daniel also teaches resilience program for detainees at the Singapore Armed Forces Detention Barracks.

What Others are Saying?

"I've read something about Enneagram before but I never found it very interesting, until I attended this training. Gran is very knowledgeable in the subject and successfully gained 100% attention from the audience. His interactive style and activities were very useful and entertaining. Before the training, I never knew I had a 9 Personality (Peaceful Person) until I did the Enneagram questionnaire. It was an eye-opener for me as it makes me understand more of my characteristics. Gran also taught us how to understand other person's personality, which from my perspective can be easily applied in our day to day lives, but most especially in the workplace. In summary, I would recommend this training to everyone who is interested to learn more about their personalities and to understand their partners, colleagues and people around them."

Raquel Manumbale
Bank Julius Baer & Co. Ltd.

What did you like about the program? And how relevant is it for the Insurance industry?

To be able to understand the motivation behind how people make decision thus better communication skills in workplace.

What specific skills did you learn that will help you do your work better?

Using Enneagram as an effective selection tools for hiring the right people for the right job and coaching of consultants.

What were 1 or 2 main take away nuggets?

As mentioned above. Plus, the course has been quite fun & insightful for me. To have an experienced Trainer like Granville and Marion is especially important.

How will others in the industry benefit?

Personal development for ourselves and co-worker. Better communication skills set with customers.

Why would you recommend this to others to take?

Self-discovery is the most important step towards self-improvement; thus, Enneagram will be able to help us in this aspect. It is also a very useful skill set for both professional and personal settings.

Martin Toh,
AIA Singapore Pte Ltd, Financial Services Director

What Others are Saying?

What did you like about the program? And how relevant is it for the Insurance industry?

The Enneagram certification course was quite refreshing discovery for me, firstly, for me to understand myself better, and also brings about my understanding and awareness of how other types of personality profiles behave in different situations. As an agency leader, we are constantly looking for the right people to join us in our industry, the awareness of the different personality profile helps me in the selection of candidates for recruitment.

What specific skills did you learn that will help you do your work better?

The ability to help someone discover what they may not know about themselves, and the ability to coach someone towards better performance.

What were 1 or 2 main take away nuggets?

Not to jump into conclusion to label anyone to a specific Enneagram Type. Helps me to understand other better through their personality profile and unspoken motivation.

How will others in the industry benefit?

I believe that for consultants in our industry, if they have better understanding of the different personality profiles, this will help in their communication and engagement with customers.

Why would you recommend this to others to take?

It was a practical and fun. Lots of interaction and also trainers Dr Granville and Marion Teo were excellent in making the sessions lively and enjoyable.

John Chua

Financial Services Director, AIA Singapore Pte Ltd

“This program helped me to understand myself and my team members better. It helped me to recognise some specific traits of a type and I can quickly adjust to understand the person better and speak his or her language. When we understand each other better, we can communicate and empathise better and be more tolerant. Everyone should come for this course to know themselves and who they are working or dealing with!”

Carrie Chee,

Prudential, Financial Services Manager