Maximising Leadership Through Enneagram System

Have you tried the Enneagram System?
Do you want to know yourself better?

Introduction

Great leaders are not superheroes. They are ordinary people who have developed extraordinary insight into themselves and others. What sets them apart is self-awareness, authenticity, and the ability to lead in a way that resonates with their teams. Leadership excellence, however, remains one of the toughest challenges in organizations today. Many leaders who excel in one role often struggle when they move into new contexts, and research shows that a large number leave under pressure within just a few years.

The Enneagram System is a powerful framework for understanding personality and leadership styles. By identifying nine distinct types and their patterns of thinking, feeling, and behaving, the Enneagram offers leaders a roadmap to understand themselves, harness their strengths, and address blind spots. This program equips participants to unlock their potential, improve relationships, and develop leadership competencies that create lasting impact. Are you ready to discover your leadership blueprint?

Program Objectives

This program aims to:
- Build strong foundations for participants to thrive in a competitive global marketplace.
- Equip leaders with tools for personal and professional growth, grounded in the Enneagram System.
- Strengthen leadership capabilities in communication, decision-making, team performance, and change management.

Learning Outcomes

After completing this program, the participants should be able to:
- Identify their leadership style and personality type through the Enneagram System.
- Leverage self-awareness for growth in communication, productivity, and influence.
- Build and lead high-performing teams by appreciating the diverse strengths of others.
- Make optimal decisions and lead change effectively with confidence and clarity.

Methodology

Gamification, case study, interview, case simulation, quiz, group discussion, lecture, videos.

Who Should Attend

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Junior to senior managers. Anyone in the organisation that would be nurtured as a leader as the company succession plan and boost up their leadership skills

Program Outline

Day One	
Time	**Topics**
9:00am – 10:30am	**What Type of Leader Are You?** This opening module introduces participants to the Enneagram System and guides them through their own personality profiling. By identifying their Enneagram type, leaders gain insight into their natural tendencies, motivations, and blind spots. The process is eye-opening, as participants begin to understand why they lead the way they do and how others might perceive them. This self-awareness sets the stage for all other modules, providing a clear foundation for personal development. Leaders will leave this session with a detailed profile of their leadership style and an appreciation of how it shapes their impact on teams and organizations.
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	**Achieving High Productivity and Performance** Performance is one of the clearest measures of leadership effectiveness. This module examines six core competency components that drive results and connects them to Enneagram dimensions. Participants learn how their personality type influences their approach to productivity, goal-setting, and results delivery. The session emphasizes how different Enneagram types pursue outcomes—some by driving, others by inspiring, and some by strategizing—and how these differences can be harnessed for organizational success. By the end, participants will know how to adapt their strengths and overcome barriers to maximize performance.
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	**Achieving Self-Mastery** Great leadership begins with self-mastery. This module introduces six competency components essential for developing resilience, discipline, and emotional intelligence. Using their Enneagram profiles, participants identify growth paths and create personalized development plans. The focus is on moving from automatic behaviors to intentional choices, empowering leaders to act with clarity and purpose. By learning to manage themselves more effectively, participants strengthen their ability to inspire and manage others.

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3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	**Think and Act Strategically: Knowing the Business in and Out** Strategic leadership requires both awareness and foresight. This module focuses on three key areas—understanding the business environment, the organization, and leadership. Participants explore eleven core competencies that enable them to think and act strategically, with the Enneagram as a lens for understanding their natural approach to strategy. Whether analytical, intuitive, or relationship-driven, each type brings unique strengths to business strategy. The session equips leaders to broaden their perspective and apply a more balanced, holistic approach to strategic thinking.
Day Two	
Time	**Topics**
9:00am – 10:30am	**Communicate Like a SuperStar!** Communication is the bridge between intention and impact. In this module, participants learn six competency components that underpin communication excellence. Using their Enneagram type, participants uncover their communication strengths and blind spots, from how they deliver messages to how they listen and respond. Practical exercises allow participants to practice adapting their style to different audiences and contexts. By mastering communication skills, leaders can build trust, resolve conflicts, and inspire action more effectively.
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	**Lead High-Performing Teams** No leader succeeds alone. This module explores seven competencies for building and leading high-performing teams. Participants examine how different Enneagram types interact in team dynamics and how synergy can be achieved by valuing differences. Leaders learn how to bring out the best in each team member, foster collaboration, and create alignment. The focus is on transforming diverse personalities into a cohesive, motivated, and resilient team that delivers results consistently.
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	**Make Optimal Decisions** Effective decision-making is one of the most important responsibilities of a leader. This module examines seven competencies involved in making sound decisions and connects them with Enneagram insights. Participants learn how their type influences decision-making—whether they tend to be cautious, decisive, analytical, or instinctive—and how to balance these

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	tendencies. Practical scenarios allow leaders to practice making decisions under pressure, while also considering diverse perspectives. By refining this skill, participants become more confident and balanced decision-makers.
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	**Take Charge of Change** Change is constant, but not all leaders know how to lead it effectively. This final module focuses on managing change through a proven change strategy formula. Participants explore how their Enneagram type shapes their response to change—whether they embrace it, resist it, or manage it cautiously. The session equips leaders with strategies to guide teams through uncertainty, reduce resistance, and maintain momentum. By the end, participants will understand how to lead transformation with both authority and empathy, ensuring their organizations adapt and thrive in evolving conditions.

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