



Team Enneagram Discovery



Executive Coaching
Leadership Development Programmes

ARIA's Enneagram Discovery Programme is designed to help teams **unlock greater self-awareness, empathy, and collaboration.**

For executive leadership teams and their teams

Understand what drives each team members. Strengthen trust and collaboration. Achieve more by leveraging your collective strengths.

Over five interactive workshops, team members gain deep insights into their themselves and their colleagues, leading to real shifts in how they work together, communicate, and lead.

The Enneagram is a practical and accessible tool that supports developing shared understanding, psychological safety, and trust.

The result? **Cohesive, connected teams that can navigate tension, give feedback and deliver results together.**

This programme works well for both newly formed and established teams.

It's often used to kick off a longer leadership development or coaching journey, or as a powerful standalone intervention to enhance team effectiveness.



Programme Structure



Enneagram Assessment

30 minutes online



Individual Report and Feedback

50 minute individual coaching session



Team Discovery Workshops

5 x 2 hour workshops
or
Full-day workshop (if in person)

We begin with **individual enneagram assessments**, helping each person understand their own core motivations, strengths, and challenges. Each team member receives a detailed report and has an **individual feedback session** to explore their results in depth.

This is followed by either **five online team workshops, or a full-day in-person workshop**, where teams learn about each other, uncover how different styles interact, communicate, experience stress and contribute to the team culture. These sessions build a common language that improves collaboration and helps teams navigate challenges more effectively.

By the end of the programme, team members walk away with practical strategies to strengthen teamwork, enhance communication, and create a more cohesive and high-performing team environment.

Programme Outcomes

- Understand yourself and your team members
- Appreciate diverse perspectives
- Acknowledge the diversity of strengths in the team
- Learn how to flex your communication
- Build trust and psychological safety
- Improve collaboration

Workshop Design

Whether online or in person, our Enneagram workshops are designed to be engaging, fun, and deeply connecting. We create a safe and interactive space that sparks meaningful conversations and learning.

Workshop 1: Meeting the Enneagram and Our Stories That Got Us Here

Focus: Laying the foundation for self-awareness and connection.

Objective: Introduce the Enneagram and explore personal stories that shape how we show up at work.

Workshop 2: Learning About Each Other Through Our Types

Focus: Building empathy and understanding across the team.

Objective: Discover the strengths, drivers and differences of each type to appreciate diverse perspectives.

Workshop 3: Using Enneagram Insights for Our Development

Focus: Encouraging personal growth and team support.

Objective: Identify development edges and learn how to support each other's growth journeys.

Workshop 4: Our Strengths, Communication Styles and Intelligences

Focus: Enhancing collaboration through self-awareness.

Objective: Understand how different types think, feel, and communicate to improve how we work together.

Workshop 5: Co-Creating Small, Practical Team Changes for Impact

Focus: Embedding insight into everyday team behaviours.

Objective: Align on small shifts that strengthen trust, collaboration, and performance.





Let's Connect!

If you're curious about how we can support you
and your team, we'd love to connect.

You can email Maria, send a WhatsApp,
or book a free discovery session by
visiting www.arianetwork.co.za.

We're looking forward to the conversation!