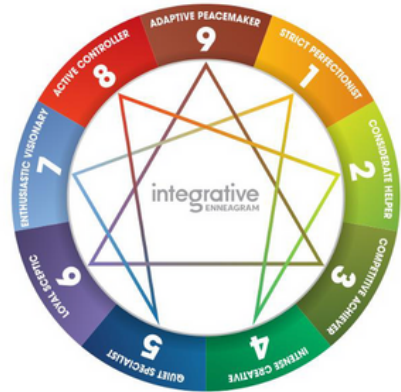


# *Verdex* **LEADERSHIP ACTION PLAN**

Powered by  
the iEQ9



# Session PREPARATION



**02** Workshop 1 (July 23<sup>rd</sup>)  
Igniting Self-Awareness

**09** Workshop 4 (Oct 29<sup>th</sup>)  
Tactical/Strategic  
Leadership

**03** Coaching Session 1  
July 24<sup>th</sup> - Aug 15<sup>th</sup>

**10** Coaching Session 4  
Oct 30<sup>th</sup> - Nov 11<sup>th</sup>

**04** Workshop 2 (Aug 20<sup>th</sup>)  
Branding - Articulating  
Authenticity

**12** Workshop 5 (Nov 12<sup>th</sup>)  
Communicating to  
Motivate & Persuade



Coaching Session 2  
Focus: Branding  
Aug 21<sup>st</sup> - Sept 12<sup>th</sup>

**13** Coaching Session 5  
Nov 13<sup>th</sup> - Dec 1<sup>st</sup>

**06** Workshop 3 (Sept 17<sup>th</sup>)  
Coaching Mindset

**15** Final Goals

**07** Coaching Session 3  
Sept 18<sup>th</sup> - Oct 24<sup>th</sup>

# Workshop 1 Prep

To be prepared for breakout room conversations with your colleagues, please complete this handout and bring it to the workshop. See you there!

<b>“By the Numbers”</b>  <b>Enneagram Type Wings Lines</b>	<p>Page 6, 10: What is your core type and subtype / instinct?</p> <p>Page 15: What are your 2 Enneagram wings?</p> <p>Page 18: What are your Enneagram Lines of Release and Stretch?</p>
<b>Breakout Conversation 1</b>	<p>From pages 6-11 (Type and Subtype), capture two or three points that resonate with you and that you would like others to know. Using iEQ9 insights, how do you uniquely contribute to your team?</p>
<b>Breakout Conversation 2</b>	<p>Pages 12-14 contain information about your Centers of Expression. Prepare for the second table conversation by exploring your levels of expression:</p> <p>My High Center is:</p> <p>My Medium Center is:</p> <p>My Low Center is:</p> <p>Look at the sections of the report that highlight how others might experience you in expression of your HIGH Center (pg 12) and LOW Center (pg 13) . What thoughts do you want to share about this section of your report?</p>

# Coaching Session 1 Prep

For the first session we will reflect on your main take-aways from the first half of your iEQ9 Professional Report (Pages 1-23)

<b>REFLECTION</b>	<p>What aspects of your Enneagram type resonate most with you?</p> <p>Which development exercises feel most pressing?</p>
<b>ACTION STEP</b>	<p>Go to the Integration Development Exercises on Page 17.</p> <ul style="list-style-type: none"><li>Choose one integration exercise from your report. Describe a specific situation where you can apply it:</li></ul> <p>Situation:</p> <p>Integration Practice:</p> <p>Expected Outcome:</p>
<b>NOTE: FINAL GOALS</b>	<p>As you proceed through your coaching sessions, work with your coach to finalize 3 overall goals, tracking them on pages 15-17. You will share your Final Goals with your manager at the end of the program.</p>

# Workshop 2 Prep



The unique value  
that you bring



Your superpower



What people  
think about you

To help you craft your leadership branding statement, do two things. First, answer the questions for yourself. Second, ask 2-3 trusted peers to answer the questions. Reflect on your iEQ9 insights and the feedback you've received.

1. What are unique values that you bring to the table?

2. What is your leadership superpower? (Remember that sometimes our superpower comes so naturally to us that we often cannot see it ourselves.)

3. What is your reputation as a leader?

# Workshop 2 Prep



## Value

Looking Inward –  
What am I good at?  
Strengths?



## Alignment

Looking Outward –  
What is my reputation?  
What is needed in my  
organization?



## Next Steps

Looking Forward –  
What will be needed  
in my next role?

Now that you have feedback and insight, craft your leadership brand statement. What are you known for? What can others expect from you? What skills will you pursue as you consider your career path within your organization?

Complete these sentences to help you craft your branding statement:

1.As a leader, I am known for....

2.My strengths are aligned with my current role in these ways...

3.I will pursue these skills/practices as I become a more integrated and influential leader...

# Workshop 3 Prep

To be prepared for table conversations with your colleagues, please complete this handout and bring it to the workshop. See you there!

<b>Communi- cation</b>	<p>Page 24: Write down the Communication “Meta-Message” that supports your style:</p>
<b>Conflict Styles</b>	<p>Your Conflict Style (“preferred conflict processing strategy”) is located in your iEQ9 report on page 30. Place a checkmark next to your preferred style:</p> <p> <input type="checkbox"/> Reactive             <input type="checkbox"/> Competency             <input type="checkbox"/> Positive Outlook         </p> <p>Pick one Development Exercise on page 30 that supports your self-regulation and write it here. Be prepared to share what seems helpful about this exercise.</p>
<b>Interaction Styles</b>	<p>During the workshop we will define Interaction Styles. Leave this line item blank until we meet for Workshop 3, and then log your Interaction Style here:</p> <p> <input type="checkbox"/> Assertive Style             <input type="checkbox"/> Withdrawn Style             <input type="checkbox"/> Compliant Style         </p>
<b>Table Conversation</b>	<p>During the workshop we will evaluate 3 scenarios and discuss how we can connect with these styles to promote trust and psychological safety:</p> <p>Assertive/Reactive:</p> <p>Withdrawn/Competency:</p> <p>Compliant/Positive Outlook:</p>

# Coaching Session 3 Prep

The second session covers topics of Communication and Conflict.

- Communication (pgs. 24-25)

<b>REFLECTION</b>	<p><b>COMMUNICATION:</b> In your own words, how does your Enneagram type influence your communication style?</p>
<b>ACTION STEP</b>	<p>Select a communication tip from your report (Page 25) . Describe a work scenario where you can leverage this information to improve your communication approach.</p> <p>Scenario:</p>  <p>Communication Tip:</p>  <p>Implementation Plan:</p>



# Coaching Session 3 (cont)

- Conflict and Triggers (pgs. 30-31)

<b>REFLECTION</b>	<p><b>CONFLICT AND TRIGGERS:</b> Review page 30 and write down your preferred conflict strategy.</p> <p>Review page 30 and 31 and reflect on your main triggers at work and how you typically respond and expect others to support you.</p>
<b>ACTION STEP</b>	<p>As you consider the Self-Regulation Development Exercises on Page 31, what opportunity do you see to incorporate new conflict navigation skills?</p> <p>Potential Conflict (common conflict scenario):</p> <p>Self-Regulation Skill you want to Incorporate :</p> <p>Desired Outcome:</p>

# Workshop 4 Prep

To be prepared for breakout room conversations with your colleagues, please complete this handout and bring it to the workshop. See you there!

<b>Preparation Work: Decision-Making</b>	<p>Page 32: What is your dominant center of expression?</p> <p>Write down one way your dominant center impacts your decision-making style?</p> <p>Write down one drawback that you recognize and choose to consider as part of your leadership development focus?</p>
<b>Breakout Conversation 1</b>	<p>On page 33 you will find ways that your style of decision-making impact others, and ways others' decisions impact you. What stands out to you in both Impact sections on this page? Be prepared to share with your peers, using real-life examples.</p>
<b>Breakout Conversation 2</b>	<p>Pages 35-36: Read the Leadership and Management section of your report and then focus on the Development Exercise options at the bottom of page 36. Which exercise will be most impactful for your leadership development and team management? Why is that? Be prepared to discuss with your peers.</p>
<b>Breakout Conversation 3</b>	<p>Pages 37-38: After reading the Strategic Leadership section of your report, focus in on the Change Management paragraph and the Development Exercises at the bottom of page 38. Which exercise will help you and your team navigate change in this season? Share the exercise with your peers and your next steps to make the exercise actionable.</p>

# Coaching Session 4 Prep

The third coaching session covers topics of Decision-Making, Leadership, and Management.

- Decision-Making (pgs. 32-34)

<b>REFLECTION</b>	<p><b>DECISION-MAKING:</b> How does your Enneagram type influence your decision-making process? What are your decision-making strengths and blind spots?</p>
<b>ACTION STEP</b>	<p>Select a decision-making tip from your report (page 33). Outline how you'll apply it to an upcoming decision:</p> <p>Upcoming Decision:</p>    <p>Decision-Making Skill(s):</p>    <p>Application Plan:</p>

# Coaching Session 4 (cont)

- Leadership, and Management (pgs. 35-38)
- *Refer also to your Leadership Branding Exercise that you completed for Workshop 2*

<b>REFLECTION</b>	<p><b>LEADERSHIP AND MANAGEMENT:</b> What leadership qualities do you embody most naturally?</p> <p>How does this section of the report tie to your Branding Exercise? Restate your leadership brand, including any updates you would like to make and share with your coach.</p>
<b>ACTION STEP 1</b>	<p>Identify one development exercise from page 35 and one from page 38 and describe how you'll work on these skills:</p> <p><b>Page 35/Management Skill:</b></p> <p>Development Action:</p> <p>Success Indicators:</p>
<b>ACTION STEP 2</b>	<p><b>Page 38/Strategic Leadership Skill:</b></p> <p>Development Action:</p> <p>Success Indicators:</p>

# Workshop 5 Prep

To be prepared for breakout room conversations with your colleagues, please complete this handout and bring it to the workshop. See you there!

<b>Preparation Work: Feedback</b>	<p>Take time to recall and analyze recent instances where you gave feedback and when you received feedback. Consider what went well, what could have been improved, and how it impacted your relationships and team dynamics.</p> <p>Read pages 26-29 of your report (Giving and Receiving Feedback, and the Feedback Guide).</p>
<b>Breakout Conversation 1</b>	<p>On page 27, pick out one way to use your type's strengths to give feedback. How will this help you provide feedback in the future?</p>
<b>Breakout Conversation 2</b>	<p>On page 27, reflect on the section of the report about receiving feedback from others. Do you see yourself most often reflecting low, moderate, or high levels of integration? How can you continue to build skills in this area?</p>
<b>Breakout Conversation 3</b>	<p>Pages 28 and 29 contain feedback tips for all ennea types. Pick a type that is different than your own. What would it take for you to meet that person in their preferred feedback style? On the back of your handout, map out how to approach this imaginary feedback conversation.</p> <ul style="list-style-type: none"><li>• If you are a Type 1, look at Type 7 [perfectionism vs spontaneity]</li><li>• If you are a Type 2, look at Type 8 [need for appreciation vs assertiveness]</li><li>• If you are a Type 3, look at Type 4 [image and success vs depth and uniqueness]</li><li>• If you are a Type 4, look at Type 8 [sensitivity vs confrontational]</li><li>• If you are a Type 5, look at Type 2 [privacy vs connection]</li><li>• If you are a Type 6, look at Type 7 [caution vs forward momentum]</li><li>• If you are a Type 7, look at Type 1 [flexibility vs process-orientation]</li><li>• If you are a Type 8, look at Type 9 [assertiveness vs harmony]</li><li>• If you are a Type 9, look at Type 3 [conflict avoidance vs drive for achievement]</li></ul>

# Coaching Session 5 Prep

- Giving and Receiving Feedback (pgs. 26-29)

<b>REFLECTION</b>	<p><b>GIVING AND RECEIVING FEEDBACK:</b> What is your experience with giving and receiving feedback?</p> <p>What enneagram type patterns do you notice in your feedback approach (pg 27)?</p>
<b>ACTION STEP</b>	<p>Identify a feedback technique from your report. Plan how to use it in an upcoming interaction:</p> <p>Upcoming Interaction:</p> <p>Preparation Steps (page 27):</p> <p>As you look at the Type-Specific Feedback Suggestions on Pages 28-29, what comes to mind for you? How will you stretch out of your comfort zone to communicate feedback to others?</p>

# Coaching Session 5 (cont)

- Team Formation / Leading Through Team Cycles (pgs. 39-41)

<b>REFLECTION</b>	<p><b>YOUR IMPACT ON THE TEAM:</b> What stage do you think your team is in today (Form, Storm, Norm, Perform)?</p> <p>How are you leveraging your type-specific strengths and style to lead and influence your team during this stage?</p>
<b>ACTION STEP</b>	<p>Review Page 41 and consider this feedback as you determine how to best meet the needs of your team:</p>

# FINAL GOALS

Based on your reflections and exercises, identify 3 key development goals for the coming year. Share and discuss these goals with your manager to ensure alignment and support.

## GOAL 1:

- Specific actions you'll take
- Resources or support needed
- How you'll measure progress



# FINAL GOALS

## GOAL 2:

- Specific actions you'll take
- Resources or support needed
- How you'll measure progress

# FINAL GOALS

## GOAL 3:

- Specific actions you'll take
- Resources or support needed
- How you'll measure progress