

Team Development Coaching Sessions from Stephanie J Spencer

Using the Enneagram to enhance clarity, compassion, & collaboration.



Sessions can be done in either a large group presentation format with breakout discussions, or in an interactive format with a specific team. Either way, they can also be combined and customized to suit your needs. Teams need to either begin with introductory session or have participants can take my Enneagram Course or do individual Typing Sessions in advance.

Virtual sessions (up to 3 hours) are \$1000. In-person sessions (up to a full day) are \$3000 plus travel expenses.

Breaking Out of Boxes: Learning Our Types & Finding Our Flow

introductory

In the high-pressure world of productivity, urgency pushes you to the autopilot of task management. There's power in pausing to think and talk about how you work, individually and together. This session is about learning the Enneagram, finding your Types, and understanding how Types inform the way you work. It includes an assessment that helps people narrow down their Types as well as fun and participatory exercises to explore how Types approach teams and tasks.

Discovering Our Lenses: Enneagram Types & Decision Making

level 1

As the old proverb shows us, blind people surrounding and touching different parts of the same elephant might describe it as a tree, rope, or spear. How is this like what happens when different Enneagram Types are surrounding the same situation and trying to make decisions?

Building a More Compassionate & Collaborative Culture

level 1

What are the leadership strengths and weaknesses, gifts and struggles, that we each bring to the table? How can you create the kind of understanding that builds compassion and collaboration?

Finding Pathways Through Stress & Burnout

level 2

You've been there. Your team has found a good rhythm and flow of working together, only to be disrupted by shifting resources, moving deadlines, or sometimes just sheer exhaustion. How can you keep working together effectively when the rules of engagement change?

Improving Communication & Conflict Skills

level 2

Healthy teams need healthy conflict. But hard conversations are just that: hard. Especially when the needs of your teammate are different from your own. How can you become more aware of what all parties need, and approach conflict with more honesty, wisdom, and intention?

Creating Your Way Forward: Customized Content for Your Needs

flexible

Your team is unique. Your team building work should be, too. Through conversation in advance, presentations, sessions, and workshops can be customized to the specific needs facing your organization.

Break out of the box of who you have been and into the wild of who you could be.



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Stephanie is not afraid of hard questions. She loves moving towards the struggles of the human experience to help people find new ways forward. She has spent years coaching individuals and teams from around the country, from major universities to local churches, from Fortune 500 companies to small businesses, and more. Time and again, she has seen the power of the Enneagram,

imagery, and questions to open pathways for growth and transformation. Combining her experience as a coach with the more than eight years she has been a nonprofit leader, she is a trusted guide through the stuck places of life. Stephanie is a visual artist, nature lover, and author of the book, *Out of the Box & Into the Wild: An Enneagram Journey through the Triads of Nature*.

Experience & Credentials

- **As a coach** certified and trained in executive and leadership development, she knows how to lead you towards your own inner wisdom.
- **As an Enneagram practitioner**, she can use your Type as a framework for understanding who you are as a person and a leader. She is an International Enneagram Association Accredited Professional, having received a high standard of training in how to use the Enneagram as a tool for growth.
- **As a nonprofit leader**, she is skilled asking deep questions that point towards meaning and purpose. As a former pastor who walks people through faith shifts, she is a trustworthy guide for the process of transformation.
- **As a gifted facilitator**, she not only trains and teaches, but invites the voices forward into a collaborative conversation that helps teams develop.
- **As an artist**, she approaches leading in a creative and intuitive way, staying grounded and articulate in her topic, while being responsive to those gathered.

Education

- BS in Social Work from the University of Wisconsin-Madison, graduating *cum laude*
- MA from Bethel Seminary, graduating *magna cum laude*

Certifications

- **Accredited Professional, International Enneagram Association**
- Executive & Leadership Development Coach, *The Academies*
- Enneagram Spectrum Training and Certification, *Dr Jerome Wagner*
- Coaching with the Enneagram, *Enneagram in Business with Ginger Lapid Bogda, PhD*
- Enneagram Foundations Module 1, *Awareness to Action with Mario Sikora*

“ what people are saying

I brought Stephanie in for a half-day session to our team retreat. As soon as she started I knew we were in good hands. She was warm-but not mushy, relatable, a natural facilitator, and connected with each of my team members. She could sense the room and stay longer on a theme or know when it was time to move forward. I learned so much about myself and my teammates, and our session flew by. I wish we had booked her for the whole day!

- Jessica Kasper: Minneapolis City Attorney's office

Enneagram can be challenging to introduce into a corporate team but Stephanie's facilitation made it a fantastic experience. Her in-depth knowledge of the subject, unique preparation for our particular team, and ability to engage with all executive types created a wonderful dynamic for our team.

- Tony Capucille: CEO of Eight Twenty

Meeting with Stephanie was both a breath of fresh air and a lightbulb moment for me. Her approach to the Enneagram is so grace-filled and nuanced, our sessions together made me feel more free, not more boxed-in. And her wisdom to help me discover my true type (which was different than what I had long-assumed) helped me re-discover all over the wonders of the Enneagram and how useful it can be in daily life. I'm grateful for my time with her, and look forward to more.

- Tsh Oxenreider: Author, Podcaster, and Founder of theartofsimple.net