

Embracing Elder Leadership

Using appreciative, embodiment, leadership tools & Enneagram

1st - 7th September 2020 Crete, Greece

Course description

Rediscovering and establishing our connection with inner and outer values and perspectives shall provide the space and time, shall handle our relationships with wisdom and compassion, to free ourselves from internal blocks, to transform what limits us and live meaningfully and purposefully

Appreciative Inquiry (AI) is a strengths-based, inclusive and actionable approach towards large system change and development. AI works on the premise that every organic system has some inherent generative forces, which when amplified, unleash positive energy and enable collective commitment.

Enneagram is a personality type model tool of self awareness and personal development that can lead us to personal transformation.

As a symbol the geometrical figure consists of a composition of ecumenical wisdom of different religious and spiritual traditions of all the eras and its existence dates back over 2.500 years. It outlines the 9 basic types of human nature and the complex relations between them. It is one clear and precise method we have at our disposal to understand ourselves and others while it shows us the ways and keys to work with relationships.

An experiential journey of self-awareness and personal development based on the Enneagram, Appreciative Inquiry, and Emotional Intelligence (EQ), as bases for individual and community change. The intention is to offer a positive, different way of facing challenges in a creative way, increase general productivity, and reinforce collective commitment.

Methodology

The combination of Systemic appreciative approaches are a powerful package for leading systemic generative change in people, organizations and communities. This involves techniques of mindfulness in looking at one's overall inner picture and areas of potential change, while EQ and spiritual intelligence principles are proven to enhance both relationships and awareness in

positive community change. The workshop takes place through interactive and experiential self awareness and personal development exercises as well as meditation.

Using the Enneagram as a guide, we deploy techniques and tools through consulting and psychology; specifically Gestalt theory, Positive Psychology, Cognitive Psychology, Transactional Analysis, Coaching, Neurolinguistic Programming (NLP).

Designed for

Designed for individuals, groups and organizations who are interested in team-building activities or individuals who want to grow personally as individuals and leaders, increase their toolbox and awareness skill-set. Those who feel that the journey of self-discovery and personal development and transformation is important, and they desire to use the Enneagram as a tool in their lives.

This workshop is ideal for:

- Staff members of any public or private organisation active in the field of culture, education, training and youth, or active in the labour market.
- Personal development consultants, mental health counselors, psychologists, coaches, career counselors, business consultants who want to use it as a tool of their work.
- Managers, directors who want to learn how to implement the Enneagram in their workplace, in their relationships with their clients or members of their team.

Benefits

- Developing a more positive perspective
- Develop your ability to be present and observant in your daily life.
- Recognize and understand the vision, values, virtues, passions, strengths, the fears, the inner dialogue, the “blind” spots, the vulnerability, the defense mechanisms, the leadership model of the 9 types.
- Recognize your personal motives that lead you to your basic functional and non-functional behaviours, and how you have limited yourself.
- Develop self-compassion and overcome your inner critic and develop your compassion and understanding for others.
- Implement efficient strategies and tools based on your strengths to change whatever limits, hardens and challenges you.

Programme

This workshop is highly experiential and participative. It consists of short theoretical inputs, concrete exercises and team discussions

Day 1 Tuesday

MORNING SESSION I

- Opening and introduction
- Opening Round - getting to know each other
- Expectations Round
- Setting up the Agenda

Break (20 min)

MORNING SESSION II

Appreciative Inquiry (A.I.)

- Introduction and Overview of Appreciative Inquiry (A.I.)
- Principles of Understanding and Practicing
- 4D model - Discovery process

Lunch Break 13.00-14.30

AFTERNOON SESSION

The history of the Enneagram: the symbol and the typology

The 9 ways we view the world

The essence of one's self, the personality structure, self-awareness and the relationship with others

Break

Experiential Exercises

Reflective Sharing Round

Closing of the day - 5 min

Local Evening - welcome reception

Day 2 Wednesday

MORNING SESSION

- Check in Opening Round
- Warming Up Exercise, Playful Movements
- The vision, the values, the virtues and the passions of each type

the unconscious messages of childhood, the basic fear, the vulnerability, the emotions under stress, the defense mechanisms,

Break

- 2D Envisioning Process
- Cultivating a generative approach
- Workouts
- Plenary session - Sharing and processing round

Lunch Break 13:00 - 14:30

AFTERNOON SESSION

the ways of communication and the leadership model of each type

Theory and preparation for practice

Break

- Formulation of working groups and Journaling
- Sharing and processing round for the whole group

Day 3 Thursday

MORNING SESSION

- Morning Check in Opening Round
- 3D Design - Appreciative action planning ·
- Practicing 'Appreciative Conversations'
- Workouts

Break

- Workouts II

Lunch Break

AFTERNOON SESSION

- Gestalt individual work out
- Circling

Break

- Sharing and reflections

Day 4 Friday

MORNING SESSION

- Morning Check in Opening Round
- Mindfulness Exercises (part 1)

- 4D Destiny/Delivery

Break

- Drama & Fishbowl process

Lunch Break 13:00 - 14:30

AFTERNOON SESSION

- The role of spiritual intelligence in relationships, workplace, home,
community

· Awareness of habits and areas of potential change

Day 5 Saturday

Outdoor activity Program

- Excursion on the nature

- Outdoor activities

Day 6

MORNING SESSION

- Morning Check in Opening Round

- Open Space Technology process / Proaction Cafe

- Sharing and processing round for the whole group

Lunch Break 13:00 - 14:30

AFTERNOON SESSION

Experience different enneagramme people talks in an appreciative way

- Feedback on each other in working groups and Journaling

- Evaluation / Integration

Big Circle: Participants future ideas, invitations to each other

Instructors

Dr. Markos Perrakis is leadership development & process facilitator, psychologist, speaker, consultant and trainer of individuals and teams, founder and Managing Director of Fractality (www.fractality.gr) Organisational Development Services and ISO 9001:2008. He designs and implements EU projects in the fields of leadership development and strategic planning, and uses eclectic appreciative approaches in public & private sector in order to promote effective communication, individual and collective process development. He specializes in coaching, supervision, human capital development, training and assessment. He is trained in Systemic Consultation, solution focused & cognitive behavioural approaches, methods of participatory design, Spiritual Intelligence, a certified provider of Vocational Guidance and Professional Orientation, of psychometric assessments and coaching tools for teams and individuals in organizational, career and personality issues. He is representative of ANSE (Association of International Institution Supervision in Europe), Scientific partner of EUMU (European Union of Small and Medium Enterprises) in Greece in fields of Strategic planning and Human capital development programmes.

Niki Anandi Koulouris has been working as HR Consultant, Corporate Trainer / Facilitator and Coach since 2002. As a trainer / facilitator, Niki has been designing and delivering interactive, experiential workshops and educational programs aimed at developing human potential, across multiple sectors, from all staff to board level. In the experiential approach she uses techniques and methods from Systems Theory, Gestalt, art and meditations. In her work with people and organizations she utilizes the Enneagram, a model that encapsulates the 9 basic types of human personality and their intricate relationships. She has attended and continue to attend numerous seminars, workshops and training programs regarding Psychology and Integrative Counseling (Gestalt, Transactional Analysis, Systemic Constellations, NLP, Hypnosis, Psychogenetic System, Enneagram) Coaching (Corporate Coaching), Personal Development and Spirituality in Greece and abroad. She is Certified trainer of Adults by the National Accreditation Centre for Continuing Vocational Training. She is a member of Hellenic Coaching Association /EMCC Greece-Cyprus, International Enneagram Association, Creativity Coaching Association.

Date, Time and Place

Duration: 6 days
Dates: 30th August - 5th September 2020 or 1st - 7th September
Location: Crete, Greece

Participation Fee

Option A.

The fee for this course is 670€. It includes tuition fees and educational materials, certificates. Beverages and a welcome cocktail, a one-day excursion (optional). Accommodation and meals are not included in the above fees.

Option B.

Total full package price for participants with double room accommodation: 1,150€:

All prices include:

- A 4-star hotel accommodation
- Breakfast
- Welcome cocktail
- Lunch
- Full 6day workshop tuition fee
- Educational materials
- Certificate of participation at the end

Additional option:

- A full-day excursion with the group led by locals with local snacks and drinks - €50

Funding

All our training courses are designed in such a way to align with the Erasmus+ quality criteria and to address the various priorities of the programme.

Our team will be glad to assist you, if you need any help with your application.

More information on these funding criteria can be found at:

1. [How to register and apply for our seminars with Erasmus+ funding page](#)
2. [Detailed Erasmus+ Description and Helpful Details page](#)

Venue

Our program takes place in the Island of Crete, one of the most exotic destination of the Aegean Sea in Greece. The workshop and the accommodation is at the unique 4-star village resort of Porto Platanias in Chania that provides you with safe and luxury accommodation.

It is the perfect place to combine personal growth with holiday. In this Mediterranean destination embraced by the sea and charming nature, Porto Platanias Village is located within a walking distance from the beach and the village of Platanias. Local taverns, Greek eateries, and arts shops draw people from all around the world and contribute to the vibrant feeling of the Cretan summer, still offering 30C daytime temperatures and 25C warm sea to enjoy in September.

For more information on the venue, visit: <http://www.portoplataniasvillage.gr/>

Closest international airports: Chania (24 km); Heraklion (165 km).

Pre-registration

Every interested organisation in this workshop is invited to submit a [Pre-registration Form](#).

Application deadline

Please note that the application deadline for Erasmus+ funding is the **5th of February 2020, 12:00 CET**.

Contact us

If you have any further questions please contact us at info@fractality.gr or call us at +30210601052.

Cancellation Policy*

Until 30 days before the starting date of the selected workshop, cancellation will be free of charge and the pre-payment will be fully refunded. Between 30 and 15 days before the starting date of the workshop, fifty percent of the fee will be refunded. Within the 15 days before the starting date of the workshop no refunds will be made.

For Erasmus+ funding

Fractality is a course provider registered by the European Commission.

If you want to make use of the Erasmus+ programme of the EU, you don't have to pre-pay the workshop fee as long as the result of the grant application is pending. You just need to fill in this application and return it to Fractality.

When the application for Erasmus+ has been successful, you should pre-pay the workshop fee(s) to Fractality.

In case your application to Erasmus+ has been unsuccessful, you have to inform us immediately, to either cancel participation in the workshop or offer to pay the workshop fee without an EU financial support.