MBA Weekend Class
Professional Development and Interpersonal Skills

Emotional Intelligence (EI) is the ability to understand and manage our emotions as well as to understand and respond to other people’s emotions. Research has found that EI is the strongest predictor of professional performance, explaining a full 58% of success in all types of jobs. Many leadership skills require emotional intelligence.

The Enneagram is a “personality” system that helps to increase emotional intelligence and provide critical insights for professional development and interpersonal skills. The Enneagram has 9 different types, and each type is motivated differently and has different ways of thinking, feeling, and acting. Each type has areas of strength, as well as, areas of development. By understanding ourselves and others through the Enneagram, we are better able to interact with others and to act in ways that support our professional success.

I have used various personality systems in both academic research and in consulting and have found this to be the most effective system to help people to understand themselves and develop professionally. The Enneagram community is continually deepening its understanding of the Enneagram including a Stanford Psychiatrist who is reviewing the Enneagram and its links to Neurobiology. http://drdaviddaniels.com/our-neurobiology/. The Enneagram correlates significantly to the Myers Briggs and the Big 5 Personality traits.

Organizations from across the world and from various industries (including business, non-profits, and healthcare) are using the Enneagram to improve the impact of their leaders and staff. It is a powerful tool used for:

- Leadership development
- Managing conflict and influencing others
- Improving communication with colleagues and clients
- Team effectiveness
- Decision making
- Giving feedback
- Time-management

The Enneagram can be taught in a variety of ways that complement and expand on other MBA classes. The objectives of the course would be to:

- Develop the MBA’s emotional intelligence through self-awareness and deepening their understanding of others
- To develop specific professional skills (from the list above) through interactive exercises and self-reflection
- To create a development plan based on their learning
- To build on and integrate their learning from other MBA courses (e.g. leadership, organizational behavior)

Further resources: http://thenneagraminbusiness.com/