



SELF-AWARE PEOPLE CHANGE THE WORLD

For more than a decade, **Noble Works has worked with over 5,000 people using the Enneagram** to enable individuals and organisations to reach their potential through increased understanding of self and others.

We are the leading provider in Australia of Enneagram workshops and coaching using the Enneagram, having worked with 100 organisations in the public and private sectors across the country using this insightful personality profiling tool.

NOBLE WORKS



www.noble-works.net

TYPICAL OUTCOMES OF NOBLE WORKS PROGRAMS:

- In-depth knowledge and understanding of unconscious behavioural patterns and influences of Enneagram personality type of self and others
- Practical strategies for using the knowledge to advantage at work and in personal relationships
- Knowledge of the personality types of other team members, enhancing understanding, communication and team performance
- Improved self-observation and self-management resulting in long-term, sustainable changes
- Higher individual consciousness and positive influences on organisational culture and relationships through better leadership and role modelling
- Positive behavioural change at the individual level, improved teamwork and more resilient organisations

“ Self-awareness is a key leadership competency and self-aware people transform themselves and their organisations. The Enneagram is the most powerful tool I have come across for transformational change.

Rob and Veronica from Noble Works have successfully worked with hundreds of our staff over the past ten years. Through the use of the Enneagram, they have provided excellent support in increasing self-awareness levels of our people. They have helped them to better understand how to be at their best more often which, in turn, improves their relationships, behaviours and the performance of the organisation.

Through their executive coaching, they have also helped our leadership and supervisory staff to become better leaders and coaches themselves.

WAYNE WALLIS, GENERAL MANAGER
PORT STEPHENS COUNCIL. MARCH 2019

WHAT WE PROVIDE

› ENNEAGRAM PROFILING SESSIONS

Noble Works provides face to face and phone interviews with clients to determine their Enneagram personality type. This includes:

- Brief description of the nine types and their gifts and challenges
- Opportunities for personal development

› ENNEAGRAM WORKSHOPS

Using the knowledge of the Enneagram as a foundation, our workshops focus on self-awareness, communication, managing conflict, conscious leadership of self and others and teamwork. Workshops can also be tailored to meet specific needs.

CONSCIOUS LEADERSHIP OF SELF AND OTHERS

Our *Conscious Leadership of Self and Others* workshop is the foundation program to develop an overall understanding of the Enneagram framework. Participants gain an insight into human personality – and their own personality profile – based on the Enneagram. The workshop covers the importance and value of self-understanding, and the understanding of others, in order to deliver effective leadership and change management.

The workshop is interactive and set within the context of the need for self-aware, high performing staff.

“ This program provides an effective framework to enhance organisational culture and individual performance. It encourages people to develop insight into their behaviour and that of others, to foster improved communication and working relationships.

The program is a very worthwhile investment in the future growth of your team in an increasingly demanding and complex environment that can yield rewards and positive results for many years.”

MARK STANTON, GROUP MANAGER – CUSTOMER SERVICES - THE HILLS SHIRE COUNCIL, NSW, 2014

“ Rob enabled me to learn resilience in the face of the most adverse work situations, to innovate when ideas had dried up, and how to use truly positive thinking when staff were desperate for leadership”

Listen, learn and lead!

SIMON BANFIELD, CABOOLTURE SHIRE COUNCIL, 2008

LEADING SELF IN TEAMS

Our *Leading Self in Teams* workshop builds on the knowledge of the Enneagram from the Conscious Leadership of Self and Others module and provides a deeper layer of understanding about how personalities operate within a team context.

Participants gain a clear understanding of the influence of personality type in team dynamics. This includes how the different Enneagram types approach decision making and dealing with conflict.

COACHING WITH THE ENNEAGRAM

Our *Coaching with the Enneagram* workshop builds on the knowledge of the previous workshops and gives leaders, and aspiring leaders, the knowledge and tools to successfully coach and develop their people.

The Enneagram is used as a framework to develop coaching skills and understanding about the diversity of personality type and development strategies for staff.

COMMUNICATING EFFECTIVELY

Our *Communicating Effectively* workshop is a half day session that explores and reveals how the Enneagram can help improve and develop personal and professional communication skills. By understanding the nine types and their individual communication styles, leaders and teams can work together to create better relationships and outcomes for their organisation.

The workshop covers the importance of recognising the different communication styles of the nine Enneagram types, how to better understand each communication style and its impact on other people, and developing communication skills to help manage and overcome problem areas.

➤ ENNEAGRAM COACHING SESSIONS

Bring out the best in your people and your teams

Our individual coaching builds on the learning from the workshops and supports staff in their individual strategies for development as high functioning members of a team.

Our coaches have had extensive professional careers and are highly experienced in the field.

We work with your teams and selected staff to identify how best your organisation can improve productivity and achieve outcomes through higher engagement from more self-aware and high performing staff.

Working with a coach is a partnered creative process that helps people reach their potential and be the best they can be.

“ Choose a job you love, and you will never have to work a day in your life.

CONFUCIUS

➤ ENNEAGRAM CAREER COACHING

While there are many ways to describe career strengths, weaknesses and interests, the Enneagram provides a useful framework for understanding how the nine personality types each bring their own unique set of skills and abilities to the workplace. A person of any Enneagram type can do any job, however, each type approaches it slightly differently. Understanding the nine types and their distinct strengths, preferences and goals, will allow individuals to make more informed decisions in all aspects of their career.

Our career specialist offers career counselling and coaching together with a range of information and tools to assist individuals to manage their career and create greater satisfaction in their working lives.

OUR TEAM



ROB NOBLE
Director
Noble Works

Rob has been a Chief Executive Officer and General Manager in Queensland and NSW and has undertaken other senior roles in local government during the past four decades. As a certified Enneagram practitioner and teacher who has worked with around 100 organisations, he brings a wealth of knowledge and experience to the Enneagram workshops and profiling interviews. Rob is also an experienced Executive and Life Coach. He has a special interest in leadership, with the aim of helping people to improve their lives through greater understanding of self and others.



DR VERONICA LUNN
Director
Noble Works

Veronica has had over 30 years in senior management and executive roles in Local Government and in the consulting industry.

Veronica is a qualified Enneagram teacher and practitioner and a qualified coach having worked with around 5,000 people in a range of sectors.

As an experienced trainer, coach and mentor she brings her passion for personal excellence and her belief in the innate wisdom of people, teams and organisations to her work and life practice.



ANNE SCHMARR
Senior Consultant
Noble Works

Anne has been working in the field of human resources, learning and development and organisation for more than three decades. She is a specialist on the human side of workplace change and organisation culture. Anne is passionate about career development and assisting people to discover the careers that best suit their interests, values and personality through the use of the Enneagram. She is a highly experienced Enneagram teacher and facilitator and has been running Enneagram Workshops for the past five years across a range of occupational groups.



MELINDA SMITH
Senior Consultant
Noble Works

Melinda is an accomplished communication specialist. A story teller at heart, she began her career as a cadet journalist, radio broadcaster and then television news presenter, before moving into senior management roles in corporate and public affairs in both the private and not-for-profit sectors.

Melinda has presented workshops revealing how the Enneagram can help people to develop a greater understanding of themselves and the communication styles of others in the workplace. She has assisted senior leaders – challenged with getting people of all personality types working well together – to recognise their particular style of communicating and its impact on others.



NOBLE WORKS

For more information about Noble Works

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