

# KEN SERGI

COACHING AND CONSULTING - *UNLOCKING POTENTIAL*

## PROFESSIONAL DEVELOPMENT WORKSHOPS



***"We are the biggest obstacles to our own success. I wish all instructors I've had over the years were like Ken. I would have learned and retained a lot more!"***

### **UNLOCKING POTENTIAL: DISCOVERING YOUR STYLE (4 HOURS)**

Bring out the best in yourself by discovering your style, how you relate to others, and how blind spots impact your potential.

### **UNLOCKING POTENTIAL: STYLES OF SELF & INFLUENCING OTHERS (4 HRS)**

This program builds on the first workshop to go deeper into utilizing tools for self management and how to be more effective with clients, customers, peers and others. You will understand how to interact with, and influence thinkers, feelers, and reactors that will amaze you.

### **LEVERAGING YOUR LEADERSHIP**

Bring out your leadership strengths and deal constructively with your derailers/blind spots. Because a person's leadership style so closely reflects his or her Enneagram style, this program focuses on the multiple aspects of that connection: (1) how the leadership paradigm of each Enneagram style determines and limits a leader's behavior; (2) the gifts and strengths of each Enneagram style, and how, the leader's greatest strengths often becomes

his or her greatest weaknesses; and (3) the leadership derailleurs that are common to each Enneagram style, including how to prevent these derailleurs from impeding the leader's effectiveness. Activities include self-assessment, lectures, simulations, and small and large group discussions. (Programs vary in duration. 360 feedback can be used.)

### **LEVERAGING LEADERSHIP: COACHING & MENTORING OF EMPLOYEES**

Designed for managers and leaders who want to effectively coach or mentor employees to achieve higher potential. This program highlights the 5 stages of an effective relationship between manager and employee, techniques for working with people of different styles, and using tools to identify the core issues. Half-day, one-day, and two-day or longer programs are available.)

### **EFFECTIVE PERFORMANCE MANAGEMENT (4 HOURS)**

Understand the four keys steps in the cycle of achieving employee outcomes in NSPS, GS, and all management systems that require you to lead or manage employees.

*Sergi*  
Coaching & Consulting  
*"Unlocking Potential"*



**TRANSFORMATIONAL DEVELOPMENT FOR GOVERNMENT, BUSINESS & INDIVIDUALS**

**KEN SERGI HAS TARGETED INTEGRATED CUSTOMIZED PROGRAMS, COACHING AND CONSULTING TO HELP YOU DEVELOP NEW SKILLS THAT BUILD PERSONAL COMPETENCE FOR LONG-TERM TRANSFORMATIONAL CHANGE AND DRIVES SUSTAINABLE SUCCESS.**

**KEN IS A CERTIFIED BUSINESS COACH, ORGANIZATION DEVELOPMENT SPECIALIST AND NSPS TRAINER WITH MORE THAN 25 YEARS DOMESTIC, INTERNATIONAL, U.S. GOVERNMENT AND MILITARY EXPERIENCE. ADDITIONAL AREAS OF EXPERTISE INCLUDE: INSTRUCTIONAL DESIGN, LEADERSHIP AND MANAGEMENT PROGRAMS, PERFORMANCE MANAGEMENT, AND TRAINING & FACILITATION PROGRAMS.**

**KEN HAS BEEN TEACHING ALL THE MODULES FOR ALL LEVELS OF THE DEPARTMENT OF DEFENSE INTERNATIONALLY SINCE 2006 FOR DAVE CASKEY (CASKEY CONSULTING), FORMERLY SERCO, AND C2 TECHNOLOGIES.**

**PROGRAMS:**

- **PERFORMANCE MANAGEMENT WORKSHOPS**
- **BUSINESS & INDIVIDUAL COACHING**
- **NSPS TRAINING & CONSULTING**
- **ORGANIZATIONAL DEVELOPMENT (“OD”)**
- **LEADERSHIP COACHING & TRAINING PROGRAMS**
- **TEAM DEVELOPMENT PROGRAMS**
- **UNDERSTANDING PERSONALITY TYPES**

## **PROFESSIONAL DEVELOPMENT WORKSHOPS**

### **GIVING CONSTRUCTIVE FEEDBACK**

In this skill-based program, participants learn how to give effective feedback to others. Building on the foundation of the Feedback Formula, the Enneagram is used to help fine-tune the feedback process by helping participants learn to do the following: (1) avoid typical Enneagram style-based errors when giving feedback to other people, and (2) tailor the feedback to the Enneagram style of the feedback recipient. Activities include lecture, case studies, observation, small group exercises, small and large group discussions, demonstrations, and skill practice. (Half-day, one-day, and two-day or longer programs are available.)

### **COMMUNICATING EFFECTIVELY**

Improve your communication skills with everyone. In this program, participants learn to assess their communication styles in a different way, identifying how the nine Enneagram styles unintentionally distort what they say and simultaneously filter what they hear. (Half-day, one-day, and two-day programs are available.)

### **CREATING HIGH-PERFORMING TEAMS**

Become an excellent team leader and team member. This program teaches both team leaders and team members how to create high-performing teams. Integrating the Enneagram with models from organization development, the program focuses on four areas: (1) establishing common team goals, (2) identifying the ideal interdependence between and among team members, (3) expanding the repertoire of roles that individuals of each Enneagram style play on teams, and (4) dramatically altering the Enneagram-based behaviors people exhibit at the four stages of a team’s life cycle (Forming, Storming, Norming, and Performing). (Half-day, one-day, and two-day or longer programs are available.)

### **TRANSFORMING YOURSELF**

Activities for your immediate and long-term development needs. This program is dedicated to the personal and professional development activities best suited to individuals of each Enneagram style. (Half-day, one-day, and two-day or longer programs are available.)



**For more detailed descriptions go online to [www.npsptrainer.com](http://www.npsptrainer.com)**