

BA 4230 / 5230 – LEADING BY ENNEAGRAM

Fri 12:40 - 14:15 and 14:40-16:15

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| Instructor: | ÖZLEM SALTİK |
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| Office Hours: | By Appointment via Email, Online meeting is possible |
| Course Web Page: | Link to ODTUClass Course Page |

Course Description:

This course is designed to support management students who are seeking to reach their utmost potential both as a manager and as a leader.

As a proud MAN90 graduate of this Faculty, with 22 years of corporate life and 11 years of entrepreneurship and consultancy experience, I concluded that what you need to reach your potential are:

1. Self-awareness
2. Awareness of others

At first this might sound daunting and unachievable, but the good news is Enneagram is the 2500 year old tool to achieve this and make you stand out from the crowd.

In this course, you will learn about the 9 different personality types and how to bring out the best of each type at work, and in yourself.

Enneagram is consistently taught and applied at companies like Walt Disney, Chanel, Google, Meta, and at the CIA and jury selections in US Courts as well as Stanford University.

This course is the first among all Turkish Universities so you will be the first comers of this elective.

Every student taking the course will have the opportunity to have a 45 minutes private enneagram session with me.

Enjoy.

Course Student Learning Objectives: (CSLOs)

Upon successful completion of this course, students should be able to:

Course Specific Skills:

1. Learn 9 personality types, subtypes, their wings, stress and relax points and 3 intelligence centers
2. Become aware of your types with the Riso-Hudson Enneagram Type Indicator RHETI test
3. Learn and analyze how these 9 personalities behave at work

Discipline Specific Skills:

4. Learn ability to positively absorb any feedback and deliver it with grace
5. Learn dealing with failure
6. Managing conflict under stress for you, your team, and your company
7. Learning collaboration: how to harness the power of individual and team dynamics with Enneagram, forming ideal teams for business projects according to types

Personal and Key Skills:

8. Become aware of yourself and the others
9. Develop personality based problem solving skills
10. Develop sound responding skills to crises, failures, and mistakes
11. Learn public speaking
12. Acquire a tool that you will use for a lifetime

Learning and Teaching Methods:

Sessions consist of a mixture of formal lectures, in-class discussions, group and individual work, presentation sessions, in-class writing and directed private study.

Required Reading:

Ginger Lapid-Bogda, Ph.D., *Bringing Out The Best In Yourself At Work, How to Use the Enneagram System for Success*, McGraw Hill

Suggested Reading:

Enneagram books written by Don Richard Ruso, Russ Hudson, Helen Palmer and *The Enneagram At Work* book written by Jim McPartlin with Anna Akbari, Ph.D

Course Prerequisites:

To take and submit Enneagram RHETI test to instructors's e-mail after Add/Drop week is completed (Specific code will be given to you to take the test.

| Assessment and Grading: | | | | |
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| Form of Assessment | % Contribution | Size of the assessment | CSLOs covered by the assessment | Feedback Method |
| Midterm Examinations (Two Examinations) | 60 | 1st Midterm: 75 minutes essay type examination 2nd Midterm: 100 minutes essay type | 1 through 12 | Written feedback |
| Group Assignments (You will be given a business case as a group and will present in class) | 15 | Group study hours (4+ hours) | 1 through 12 | Written feedback |
| Attendance | 10 | Class attendance during regular lectures | 1 through 12 | Oral (in class) |
| Personal Assignments 1.You will receive and give feedback to/from your classmate based on a given case in class 2.You will prepare a 5 minutes public speaking according to your and audience type and present in class | 15 | Self study hours (2+ hours) | 1 through 12 | Written feedback |

Course Policies:

STUDENT DISABILITIES: Any student, who, because of a disabling condition, may require special arrangements in order to meet course requirements, should contact the instructor as soon as possible. Students should present the appropriate documentation from the university's Disability Support Office (Engelsiz ODTÜ Birimi, ODTÜ Kütüphanesi, Solmaz İzdemir Salonu, Tel: 210.7196; engelsiz@metu.edu.tr) verifying their disability, and outlining the special arrangements required. Please note that no accommodations will be provided to the disabled students prior to the completion of this approved University process.

ACADEMIC DISHONESTY: The Department of Business Administration has no tolerance for acts of academic dishonesty. Such acts damage the reputation of METU, the department and the BA/MBA/MS degree and demean the honest efforts of the majority of the students. The minimum penalty for an act of academic dishonesty will be a zero for that assignment or exam.

CHEATING: All university, faculty/institute, and department principles on academic honesty will be strictly enforced. The usual consequence for academic dishonesty is failure of the course and referral of the case to the Dean of the Faculty/Institute for additional disciplinary action. Examinations are individual and are to be completed without outside assistance of any sort. Persons observed cheating during examinations will receive a failing grade in the course. Homework assignments are individual, unless otherwise specified by the instructor, and are to be completed without outside assistance of any sort, as well. Persons observed cheating in their homework assignments will receive a score of zero for the portion of the semester grade that is allocated to such assignments.

PLAGIARISM: The instructor assumes that students will do their own work. By placing their names on assignments (individual or team), students are affirming that the contents are their original work. Any previous work available from files or past students, as well as materials available on the internet may be used only as a suggestive model. Violation of this provision will be considered as unethical behavior, subject to disciplinary action. If you have any doubt about the use of a specific material, see the instructor ahead of time. Any material used from outside sources should be referenced appropriately.

METU HONOR CODE

Every member of METU community adopts the following honor code as one of the core principles of academic life and strives to develop an academic environment where continuous adherence to this code is promoted.

"The members of the METU community are reliable, responsible and honorable people who embrace only the success and recognition they deserve, and act with integrity in their use, evaluation and presentation of facts, data and documents."

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The following table gives the tentative schedule for the semester. The lectures will stress the most important and/or most difficult material. Appendices are required only if they are assigned. The students are required to read the chapters and appendices before they are covered in class.

| Tentative Course Schedule | | | | |
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| Month | Day | Topic | Reading/Assignment | CSLO |
| October | 4 | Introduction to Enneagram and Meeting with students Enneagram Body Triad (Part 1) Type 8: The Boss Type 9: The Peacemaker Type 1: The Perfectionist | ÖMS No 1 (Intro and Body Triad) Presentation , How to Use the Enneagram System for Success Book (will be referred as Bogda book), Introduction | 1, 8, 12 |
| October | 11 | Enneagram Body Triad (Part 2) Enneagram Heart Triad (Part 1) Triad Type 2: The Helper Type 3: The Achiever Type 4: The Individualist | ÖMS No 1 and No 2 (Heart Triad) Presentation, Bogda Book Chapter 2 | 1, 8, 12 |
| October | 18 | Enneagram Heart Triad (Part 2) Enneagram Head Triad (Part 1) Triad Type 5: The Observer Type 6: The Loyalist Type 7: The Enthusiast | ÖMS No 2 and 3 (Head Triad) Presentation, Bogda Book Chapter 2 | 1, 8, 12 |
| October | 25 | Enneagram Head Triad (Part 2) Enneagram Types at Work Part 1 (Harvard Business Cases and Turkey Applications will be distributed for your next week group presentations of Type 8, 9 and 1) | ÖMS No 4 (9, 1,8 at Work) Presentation Bogda Book Chapter 2 | 3, 8, 12 |
| November | 1 | Group Presentations (of 9, 1 and 8 at work) Enneagram Types at Work Part 2 (Harvard Business Cases and Turkey Applications will be distributed for your next week group presentations of Type 2,3 and 4) | ÖMS No 5 (2,3,4 at work) Presentation , cases distributed | 3, 8, 12 |

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| November | 8 | Group Presentations (of 2, 3 and 4 at work) Enneagram Types at Work Part 3 (Harvard Business Cases and Turkey Applications will be distributed for your next week group presentations of Type 5, 6 and 7) | ÖMS No 6 (5,6, 7 at work) Presentation, cases distributed | 3, 8, 12 |
| November | 15 | Group Presentations (of 5, 6 and 7 at work) Q and A Session before exam | ÖMS No 6 (5,6 7 at work) presentation, cases distributed | 3,8, 12 |
| November | 15 | Midterm 1@ 18:00 (Week 1 to 9 subjects-75 minutes) | | |
| November | 22 | Accepting and Delivering Feedback Managing conflict under stress Stress and Relax Points of All Types: Stretch, Release, Inspire | ÖMS No 7 (Feedback and Conflict Mgmt) Presentation, Bogda Book Chapter 3 and 4 | 4, 8,12 |
| November | 29 | Personal Assignment 1 (Part 1) Individual Feedback Giving and Receiving of cases in class (standard and under stress) | ÖMS presentations (No 1-7) and Bogda Book Chapters 1-4) | 6, 8, 9, 12 |
| December | 6 | Personal Assignment 1 (Part 2) Individual Feedback Giving and Receiving of cases in class (standard and under stress) | ÖMS presentations (No 1-7) and Bogda Book Chapters 1-4) | 7, 8, 12 |
| December | 13 | Creating High-Performing Teams | ÖMS No 8 (Creating High-Performing teams) (Presentation, Bogda Book Chapter 5 | 5, 8, 9, 10, 12 |
| December | 20 | Leveraging your Leadership Acquiring self-aware responding skills to crises, failures, mistakes Learning public speaking by types Learning collaboration, team design and mentoring | ÖMS No 9 (Failures and Public Speaking) Presentation, Bogda Book Chapter 6 | 8, 11,12 |

