

IEA EnneaGroups Program

The IEA EnneaGroups concept was launched in pilot form at the 2019 global conference to help fulfill the IEA's Mission of "creating spaces to learn and connect through the Enneagram." The program is an important benefit for IEA Members allowing them a low-cost, informal way to form self-directed groups for purposes of discussion, study, resource-sharing and support based on type, shared interests, profession or life experiences, or for other Enneagram-related purposes. You do not have to be a member of the IEA to participate in an IEA EnneaGroup (an "EG"), but only current IEA Members can create and serve as Facilitators of EGs.

The IEA provides training for Facilitators and sets basic expectations for how EGs function and interact consistent with the IEA's Mission, values and ethical guidelines. EG Facilitators create and maintain a Profile for the group. Facilitators, together with group members, determine the frequency and timing of meetings as well as other group rules and agreements, including whether there are prerequisites for participation and whether the group is to remain open or be closed. The IEA publicizes active EG names and Profiles under the Directory on its website and online magazine, IEA NinePoints, and through its other communication channels, along with contact information for the Facilitator or a link for those interested in learning more about or participating in the group.

Creating and Facilitating an IEA EnneaGroup

Each IEA EnneaGroup must have one or more identified Facilitators. If there are multiple Facilitators, one Facilitator will serve as the group's "Sponsoring Facilitator" who completes the initial application and creates and maintains the group Profile on the IEA's websites.

All IEA Members are eligible to propose creating and facilitating a new EG as outlined below. Proposed Facilitators and EGs are reviewed and approved by the IEA Board's EG Coordinator or a designated member of the EG Committee. Facilitators are responsible for communicating the "IEA EnneaGroup Guidelines" (below) to EG participants and ensuring that they are followed, for providing a virtual meeting platform or physical space to meet, for scheduling EG meetings, for communicating with those interested in participating in the group and for periodic reporting to the IEA.

1. Member Initiates Creation of a New IEA EnneaGroup

- Only current IEA Members are eligible to create and facilitate an IEA EnneaGroup.
- All proposed EGs must be consistent with and adhere to the IEA's Mission, values and Ethical Guidelines, as well as the IEA EnneaGroup Program and Guidelines.
- The proposed Facilitator (or the Sponsoring Facilitator if there are multiple Facilitators) must fill out an EG Application by logging on to their Member Profile on IEA NinePoints and selecting "EnneaGroup" under the "Create" tab at the top of the page. They will then be prompted to create a Profile for the group stating:
 - The title or name of the EG
 - A short description of the purpose of the group (e.g. discussion, mutual support, sharing experiences from a particular field of application, etc.) suitable for posting on the IEA website as the EG Profile
 - Any prerequisites for participants (e.g. Enneatype, profession, other characteristics)
 - Whether the EG is intended to meet online or in person and the Facilitator's primary geographic area or time zone.
 - Anticipated frequency of meetings or days and times of meeting if known (may depend on group input after initial meeting)
 - Primary language in which meetings will be conducted
 - Whether the EG is intended to remain open to new participants or will be closed after a certain period of time has passed or a certain number of participants join
 - Name(s) and short background description of the Facilitator(s)
 - An Email address or weblink to contact the Facilitator(s) for information about the EG or to join.

- All proposed Facilitators must also:
 - View the pre-recorded Facilitator training video and certify that such training has been completed
 - Sign and agree to abide by the IEA's Ethical Guidelines and Code of Ethics
 - Agree to abide by the IEA EnneaGroup Program and Guidelines, and
 - Agree to share the EG Guidelines for Participants with all EG members and ensure the EG abides by the EG Guidelines in its formation and interactions.
- If there is more than one Facilitator for the EG, the Sponsoring Facilitator will be responsible for assuring that other Facilitators meet the above requirements.

2. Approval Process

- The IEA administrative staff will review all new EG applications to ensure that all necessary information is provided for the creation and posting of an EG Profile and that all Facilitator(s) memberships are current. The staff will then forward the information to the EG Coordinator (or designated member of the EG Committee) for approval.
- The EG coordinator (or designated member of the EG Committee) will review the Application for suitability, contact or interview the Facilitator(s) as needed to answer any questions and determine whether all conditions are met and the new EG is to be approved.
- Once the EG is approved, the IEA staff will post the EG Profile so that it becomes searchable under the Directory on the IEA's website and IEA NinePoints and will post a notification through the IEA's social media channels that a new EG is forming.

3. Implementation and EG Meetings

- At the initial meeting of the EG and periodically thereafter as new participants join, the Facilitator will review the IEA EnneaGroup Guidelines. The Facilitator must ensure that the EG Guidelines and the IEA's General Ethical Guidelines are followed during meetings and other group interactions.
- The Facilitator(s) and EG participants will establish their own meeting frequency and timing, group rules, etc.
- The Facilitator or another group member will be responsible for providing a meeting location or a virtual meeting platform for all EG meetings and for scheduling and notifying the group by email of meeting dates, times and necessary links or passwords for connecting.
- The Facilitator (or Sponsoring Facilitator if there is more than one) will update the EG Profile as necessary from time to time to keep it current.
- All EG participants must provide the Facilitator(s) with an email address to use for group communication purposes. All such email addresses must be provided by the Facilitator to the IEA.
- All EG Facilitators must remain active Members in good standing of the IEA
- While it is not necessary to be a member of the IEA or an IEA Affiliate or Chapter to participate in an EG, Facilitators should encourage group participants to become IEA members and pass along promotional information provided about IEA Events, opportunities and benefits.

4. Required Reporting and Other Guidelines

- In order for an EG to remain active and listed on the IEA online Directory, it must meet at least once per quarter and have at least six active participants (including the Facilitator).
- The Facilitator must maintain an email list of EG participants. Such list may only be used by the Facilitator for purposes related to the EG and its meetings and not for any other solicitation, business or personal purposes.
- Email addresses for all participants must be forwarded to the IEA. Participation in an EG constitutes consent to the IEA's retention and use of email addresses for IEA communications, promotions and other IEA purposes.
- The Facilitator must keep records of the number of meetings held, date of meetings and number of participants and provide such information to the IEA on an annual basis by completing the report form the IEA administrative staff provides at the end of each calendar year.

- If there are any issues or concerns that arise in connection with the EG or its meetings or interactions, the Facilitator should contact the EG Coordinator at enneagroups@internationalenneagram.org to discuss them. Any EG participant having a concern may also contact the EG Coordinator at such address.
- The Facilitator must notify the IEA promptly if the EG disbands, becomes inactive or they no longer wish to be the Facilitator. If there is another member of the group willing to take over as replacement Facilitator, that individual must provide the information and go through the training and other steps required of Facilitators in the initial Application process. If the EG Coordinator approves the replacement Facilitator, the EG profile and contact information on the website will be updated. If no replacement Facilitator is identified, the EG will be removed from the Directory.

IEA EnneaGroup Guidelines for Participants

IEA EnneaGroups are formed by Members of the IEA who are interested in participating in conversation with others around various topics or areas of common interest. You do not have to be a member of the IEA to participate in an IEA EnneaGroup. However, by choosing to participate in an IEA EnneaGroup, you agree:

- To abide by the IEA's General Ethical Guidelines and these IEA EnneaGroup Guidelines for Participants,
- To keep a conscious focus on your own motives, behaviors, habits and defenses,
- To listen and respond respectfully to other points of view,
- To maintain confidentiality around information shared by others within the EnneaGroup unless explicit permission is given to share or use such information more broadly,
- That the email addresses of group members are to be used by EG members for EG-related purposes only and not for any other personal or business purpose, and
- That the email address you provided to the EG Facilitator will be provided to the IEA and may be used by the IEA for communication and promotional purposes.