

## “IEA Accredited Training Program” Requirements:

In-depth training programs that are designed and delivered from advanced knowledge of the Enneagram and provide either (1) a comprehensive Enneagram education or (2) a specialized focus on a specific Enneagram approach or application are eligible to apply for accreditation as an “IEA Accredited Training Program” (“ATP”). To be accredited, an ATP must meet the following requirements:

1. The ATP must be sponsored by one or more IEA Accredited Professionals or an IEA Accredited Enneagram School “AES”). The sponsoring IEA Accredited Professional(s) or IEA Accredited Enneagram School must be identified and be current and in good standing.
2. All Enneagram-related course content must be taught by one or more identified IEA Accredited Professionals. Any teaching or facilitation provided by faculty-in-training must be overseen directly by such IEA Accredited Professional(s).
3. The ATP must be either:
  - a) a single training event focused on a specific approach to or application of the Enneagram typically lasting 35-40 hours (4-5 days) if in person or at least 25 hours if online or a hybrid of online and in-person; or
  - b) a longer single event or series of multiple sequenced events constituting a comprehensive Enneagram education program (typically lasting 40 -100 hours or more).
4. The ATP must be regularly offered using a consistent curriculum and must have been taught in full at least once prior to application. (Note: If this is an online training program that is an adaptation of a previously approved ATP or other in-person training program that has previously been taught at least once, this requirement may be waived.) ATPs must be taught in full at least once every two years.
5. Note: Training programs are eligible for accreditation by the IEA but workshops are not. Workshops are single events focused on a particular topic or overview (e.g. Enneagram Introduction, Centers, Instincts, Inner Critic, Passions/Virtues, Holy Ideas, Enneagram in Relationships, etc.) They are typically 3 days or less in duration. An Enneagram training program eligible for accreditation may consist of or include multiple required workshops that together represent a comprehensive Enneagram training program so long as the overall program meets all other conditions for accreditation and each such workshop is clearly designated as a subcomponent of the full training program. The entire program must be offered in full at least once every two years.
6. In general, in-person training programs are preferred as they provide a level of interaction between students and between teachers and students that transmits the teaching and allows for experiential learning in a way that simply reading or observing/hearing online content does not. However, beginning with the Coronavirus pandemic in March 2020, many substantial training programs have been required to develop online teaching methods that accomplish the same or similar goals but do not require travel or physical proximity. This development has the added benefit of making quality Enneagram education available more

broadly to those who might otherwise face time, travel and financial constraints. In order to be eligible for accreditation:

- a) The ATP must substantially consist of:
    - In-person training meeting the criteria below;
    - In-person training coupled with real-time, interactive, facilitated virtual training and learning experiences that together meet the criteria below; or
    - Real-time, interactive, facilitated virtual training and learning experiences meeting the criteria below.
  - b) All ATPs, whether in-person, online or a hybrid of the two, must (1) require advance registration and payment (or admission by scholarship), (2) be taught using a consistent curriculum, (3) require ongoing and active participation by students in the full course, and (4) be designed to include significant interaction by and between students and between students and the instructor(s) through the use of small and large group experiential or interactive exercises, personal reflection exercises, panel interviews, Q&A sessions or other similar methods designed to transmit the Enneagram system and enhance students' reflection, learning and integration of the material.
  - c) Supplemental online content or reading materials may be provided for individual viewing on either a required or supplemental basis but may not take the place of in-person and real-time interactive teaching for the core curriculum.
7. The Enneagram is a powerful aid to be used in waking up from egoic habits and recurring defensive patterns. Trainings may trigger emotional or psychological responses from students. IEA Accredited Training Programs should provide adequate staffing and other resources necessary to support the safety and well-being of their students. Any discussion forums or other virtual forums offered must be monitored for appropriateness of content.
  8. A Certification must be granted upon completion of the entire ATP.
  9. An ATP may (but is not required to) assess mastery for Certification.
  10. The ATP, its staff and all affiliated IEA Accredited Professionals must adhere to the IEA's Ethical Guidelines and Code of Ethics. All students of the ATP must be informed that the training program, its sponsors and its faculty adhere to the IEA's Ethical Guidelines and Code of Ethics.
  11. The ATP must adhere to the IEA Branding Guidelines and this policy in its use and placement of watermarks and descriptive language.

### **IEA Accredited Training Program Applications:**

1. The IEA Accredited Training Program ("ATP") online application form must be completed providing full and detailed responses to all items required. If the application is completed in a language other than English, English translations must be provided to the IEA administrative staff for use in the approval process.
2. The sponsoring IEA Accredited Professional(s) or IEA Accredited Enneagram School must be clearly identified, and a list of all Enneagram faculty must be provided. **All Enneagram**

**faculty must be current IEA Accredited Professionals (and IEA Professional Members) in good standing.** Note: The “Sponsoring IEA Accredited Professional” is typically the (or one of the) primary faculty for the ATP and is the responsible party the IEA will contact for renewals, payment, website updating and other purposes.

3. A short description of the ATP suitable for inclusion on the IEA’s website must be provided. The nature of the ATP and any specialized focus or application of the Enneagram that it involves, any pre-requisites for the program, any required sequencing of subcomponents of the program and any certification to be awarded for completion must be included.
4. Applicants must provide an outline of the training content and a description of the program design describing the interactive and experiential components to be used to facilitate student reflection, learning and integration of the material.
5. Applicants must also provide a link to a website or other online description of the program that is a source of more information, including when and where the ATP will be offered and how to apply or register.

### **Application and Renewal Fees and Process:**

1. **If the ATP is not affiliated with an IEA Accredited Enneagram School:**
  - a) **Application** - The initial Application fee is \$400 and must be paid upon submission of the ATP Application Form. ATP applications are reviewed by and must receive affirmative votes of a majority of the members of the IEA Accreditation Committee to be approved. Administrative staff or members of the Accreditation Committee may require further information if needed for clarity or for inclusion on the IEA website. Upon approval, a dated ATP logo will be sent out to be used for the balance of the initial term. If an application is received between January 1 and September 30, the initial term will be the balance of the calendar year, with renewal required for the following year. If an application is received between October 1 and December 31, the initial term will run through the end of the next calendar year.
  - b) **Annual Renewal** - Annual renewal notices are sent out late in the calendar year. At that time all information must be updated or certified to be current and a required annual renewal fee of \$150 must be paid. New dated logos will be distributed for the new year after renewal forms are returned and payment is received. Renewal forms and fees must be returned and payment made by no later than the end of February in order for the ATP to remain current and listed on the IEA’s directories.
2. **If the ATP is affiliated with an IEA Accredited Enneagram School:**
  - a) **Application** – A separate ATP application must be filled out for each ATP offered by an IEA Accredited Enneagram School. See the “IEA Accredited Enneagram School Requirements” for a description of the consolidated application fees for ATPs sponsored by an AES. If an AES wishes to add a new ATP to its curriculum, an ATP application must be filed for such program and an application fee of \$25 will be charged. Administrative staff or members of the Accreditation Committee may

request further information about each ATP if needed for clarity or for inclusion on the IEA website. A dated ATP logo will be sent for each ATP.

- b) **Annual Renewal** – Consolidated annual renewal forms and fee notices will be sent out late in the calendar year to each AES for the AES and all of its sponsored ATPs. At that time all information must be updated or certified to be current. See the “IEA Accredited Enneagram School Requirements” for a description of the consolidated renewal fees. New dated logos will be distributed for the new year after renewal forms are returned and payment is made. Renewal forms and fees must be returned and payment made by no later than the end of February in order for the ATP to remain current and listed on the IEA’s directories.