

Del Camino Connection
www.delcaminoconnection.org

COACHING TRAINING CONSULTING For Teams!

IMPORTANT NEWS for DCC church & ministry partners,

We like to remind our formal church and ministry partners as well as our friends from our strategic alliances that DCC offers training, coaching and consulting to churches and organizations in order to promote and cultivate healthy, God honoring local and global partnerships. Hopefully you have already seen fruit from having participated in our equipping workshops, webinars, and personal consultations.

DCC's coaching services were formally added to the portfolio of ministry services we make available to our formal church partners, ministry allies and organizations in 2014. It was in that year that Tom was formally certified by **Creative Results Management** as a professional coach. In 2015 he worked through the process of attaining his professional accreditation as an Associate Certified Coach through the International Coaching Federation (ICF). In 2016 he was accredited by **Integrative Enneagram Solutions** as a Enneagram trainer and coach using their personal and spiritual development tool IEQ9.



In 2018 Tom continued learning and growing in his coaching practice through participation in an accredited training course with **Integrative Enneagram Solutions** to coach **teams** using the enneagram. The Integrative Enneagram Team Report reflects insights and data to support teams in a shared journey of discovery and improvement. Whether your team is familiar with the Enneagram or new to this transformational tool for personal and spiritual growth, the teams report, workshop and coaching offers a springboard for growing interpersonal and team awareness, tapping into team gifts at a deep level and, ultimately, enabling teams to fully express their purpose and potential. Working with your enneagram as a team offers opportunities to build deeper levels of psychological safety and trust, enabling a higher quality of collaboration, collective learning and ultimately, performance. Depending on your current team issues and development priorities, different growth paths within the enneagram can be used to help you grow. This new facet to DCC's coaching services uses the enneagram as a valuable instrument that leaders and team members can understand and implement to experience new depths of understanding as to your Divine and unique design and vocation, soar to new heights in your spiritual growth, increase leadership potential and effectively navigate internal and external ministry relationships. The Integrative Enneagram Solutions accreditation process equipped Tom as a coach / mentor / practitioner with keys to unlock individual, team and organizational health and effectiveness.

Connecting for good...through "Just Relationships"

The Integrative Enneagram Questionnaire (iEQ9) combines accuracy, scalability and depth of insight and through the coaching training DCC is now able to support your team in their developmental journeys and pursuit of their personal and ministry goals. The Enneagram is a powerful, internationally recognized spiritual direction and coaching tool that is used to guide clients into radical insights and support deep long-term, on going personal development. The iEQ9 Enneagram profiling tools support the coaching process with accurate data, revolutionary assessments and professionally narrated reports. With the iEQ9 tools for individuals and teams, you will get detailed insights into the dynamics, core motivations, strengths, challenges, fears, internal dialogue and stories with practical development strategies to transform your personal and team coaching goals.

The iEQ9 is one of the most accurate and reliable Enneagram assessment available. With over 8 years of implementation more than 80,000 profiles have been generated on a global level. Rigorous scientific research and development throughout its use has led to continuous improvements, and has resulted in the iEQ9 being over 95% accurate. With me included, it is used by 1000+ professional coach practitioners around the world. As a framework, the Enneagram also speaks into the journey of self integration as well as an increased awareness of others in a profound way that moves towards Oneness and our true identity in Christ. It reveals what holds an individual back and offers insights into the journey towards wholeness and liberation, connecting you and your team to your God designed inner strengths and true selves. The enneagram is therefore, a framework that enables the development of self-knowledge and meta-awareness. As an accredited practitioner I will have access to all of these teaching tools, assessments and the individual as well as team reports in English, Spanish and Portuguese! Beyond being able to work with your leadership teams, I will also be able to support you teams in contexts where those languages are spoken as well!



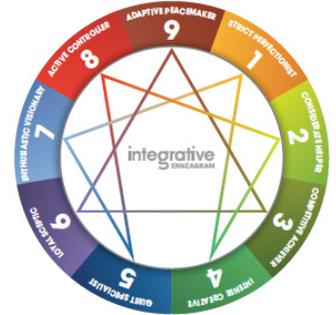
Great team development focuses not only on addressing and changing the current stage challenges of the team, but also aims to deepen the team's understanding of themselves and their dynamics, enabling and empowering them to engage in better problem-solving over time. The Team Report encourages teams to explore the 'why' behind behaviors or resistance, allowing for deep, intentional and sustainable changes.

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The iEQ9 Intelligent Questionnaire is an adaptive online test which forms the basis of the individual and team reports. It pinpoints the Enneagram profile, Center of Intelligence, 27 Subtypes, Levels of Integration, and the Six Dimensions of Stress and Strain.

The Enneagram is an archetypal framework that offers in-depth insight to individuals, groups and organizations, and offers a rich map to personal & spiritual development. It does not box people in, but rather opens a pathway to self-discovery, greater personal and spiritual awareness and increasing emotional intelligence. As a faith based instrument for spiritual growth, that many attribute to the desert fathers and mystics of the early church, it was originally developed to help guide followers of Jesus on a path towards discovery of their true identity in Christ and integration on their journey of spiritual transformation.



“The coaching I received from Tom helped me to grow personally and develop my abilities as a pastor and ministry leader. The introduction of the enneagram in my life & ministry was revolutionary! It helped me discover and become more aware of my God given design, both my virtues and vices, to be more equipped to move towards my own transformation”
Guillermina Graciano, Mar de Plata, Argentina



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What you can expect from DCC Coaching:

- *Coaching is about you* – your goals, your learning, and your growth. Together on this coaching journey we will listen to the Holy Spirit to discern God’s direction in your life, ministry and spiritual growth.
- *Coaching is about learning* – rather than teaching. You are the expert on your life/ministry/ and history of partnerships. DCC will create a space in which we will actively listen, question, encourage, challenge, and supportively move you forward in taking the next steps in whatever goal or outcome you decide to focus on.
- *Coaching is about action* – your action. In each session you will determine 1-3 actions steps to take before the next session. You may be surprised how quickly you progress toward your goals.
- *Coaching is about ALL of you* – not just your work or ministry. We all know that changing old habits and thought patterns are difficult. Your DCC coach recognizes these patterns and will support you as you change and grow.

DCC has always provided consulting, mentoring and training services to our church and organizational partners. But with this new, more formal coaching services, and accreditation using these incredible enneagram assessment tools, we hope to add a valuable component to the way we accompany you and your ministries.

You are already bearing fruit that gives evidence to God’s Kingdom and the global body of Christ in ways that bring regular growth and change. Coaching with these guide maps will only serve to accelerate the growth and improvements you are already seeking.

We offer this coaching service free to DCC’s formal church partners—churches that support DCC on a monthly or annual basis! If you are not currently a formal DCC partner we encourage you to learn more about what it means to enter into a formal partnership. Contact us and we will send you all the information you need to enter into a formal partnership with us!

If you decide to simply take advantage of these coaching services from DCC, we offer a 6-month coaching agreement consisting of one initial session to determine a series of coaching goals followed by two 1-hour calls per month for a 6-month period. **The fee for this service is \$600.**

To gain access to the **IEQ9 Enneagram assessment** which will give you the on line test and then provide you with a standard or professional report (**\$50 for the standard report and \$100 for the professional report** *these fees apply to all churches partners and non partners). After paying for access to the IEQ9 you would then pay **\$400 for 3 coaching sessions:** one to orient you to the enneagram & IEQ9 instrument, a second to review the IEQ9 assessment results, and a third 1 hour coaching session to use the instrument to determine your personal coaching goals towards the development of concrete actions plans to move you towards the accomplishment of those goals. It is recommended that upon completion of this process, you then continue with our normal coaching process (as described in the paragraph above) in order to take advantage of your new awareness through the enneagram assessment to help you determine your personal goals and move forward in the achievement of your self determined areas of growth and development.

We are thrilled to begin this process with you! How about you? Call or e-mail us with questions or when you want to begin taking advantage of these DCC-based coaching services.

Blessings!

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