



NAVAL
POSTGRADUATE
SCHOOL

Knowledge Management Spirituality through Enneagramics

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KM Future Paths Symposium

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WWW.NPS.EDU



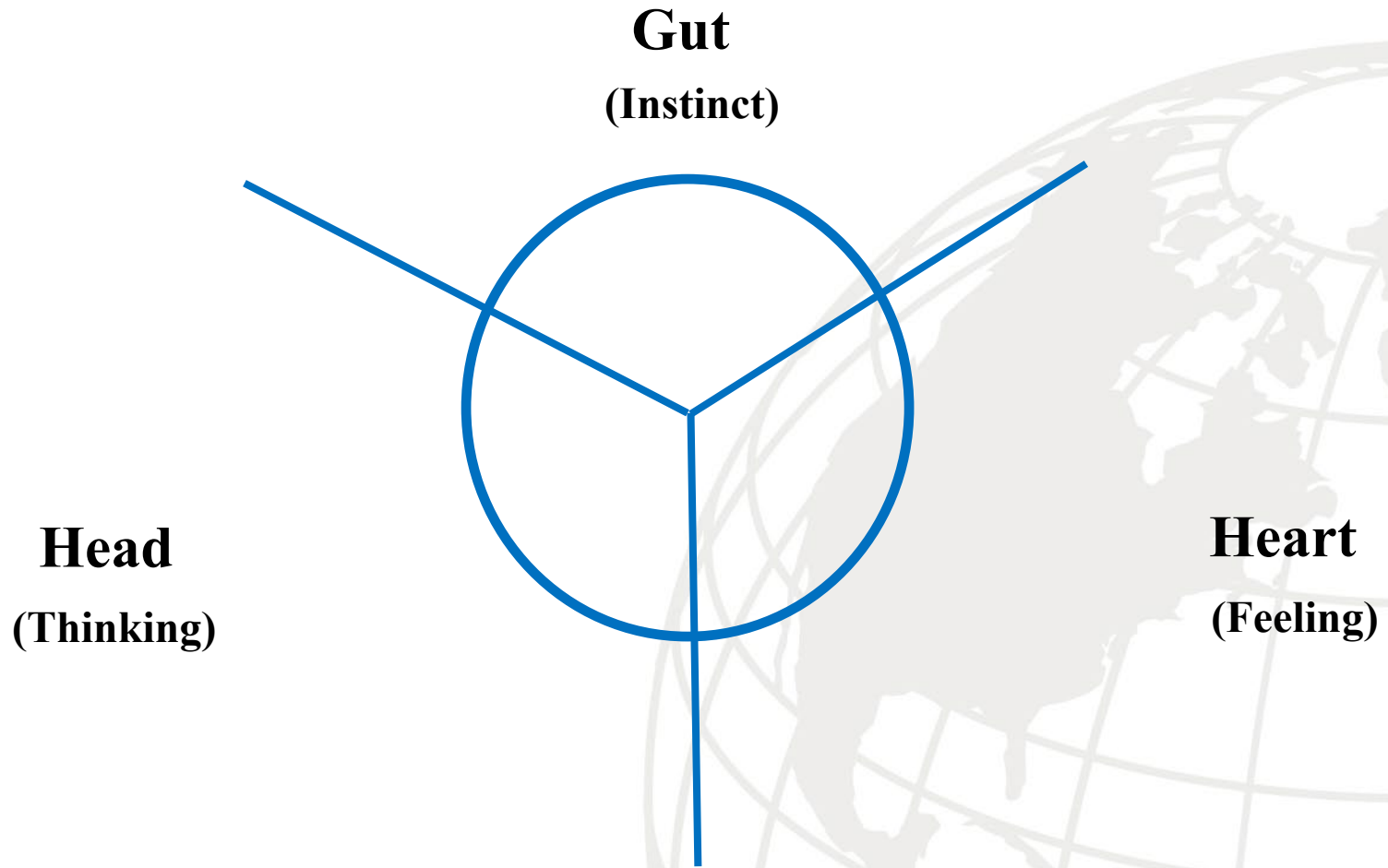
- Introduction
- Enneagram
- Enneagramics
- Organization Application & Knowledge Flows
- Questions & Conversations



- Important for org knowledge to flow
 - Where, when & how it is → needed
 - Vertically, horizontally & temporally
- Spirituality: employer-employee mismatch
 - Best version of employee
 - Employer expectations
- Issues with performance and retention
 - Address in part via knowledge flow
 - Individual & organization
 - Enneagram offers good insight & potential

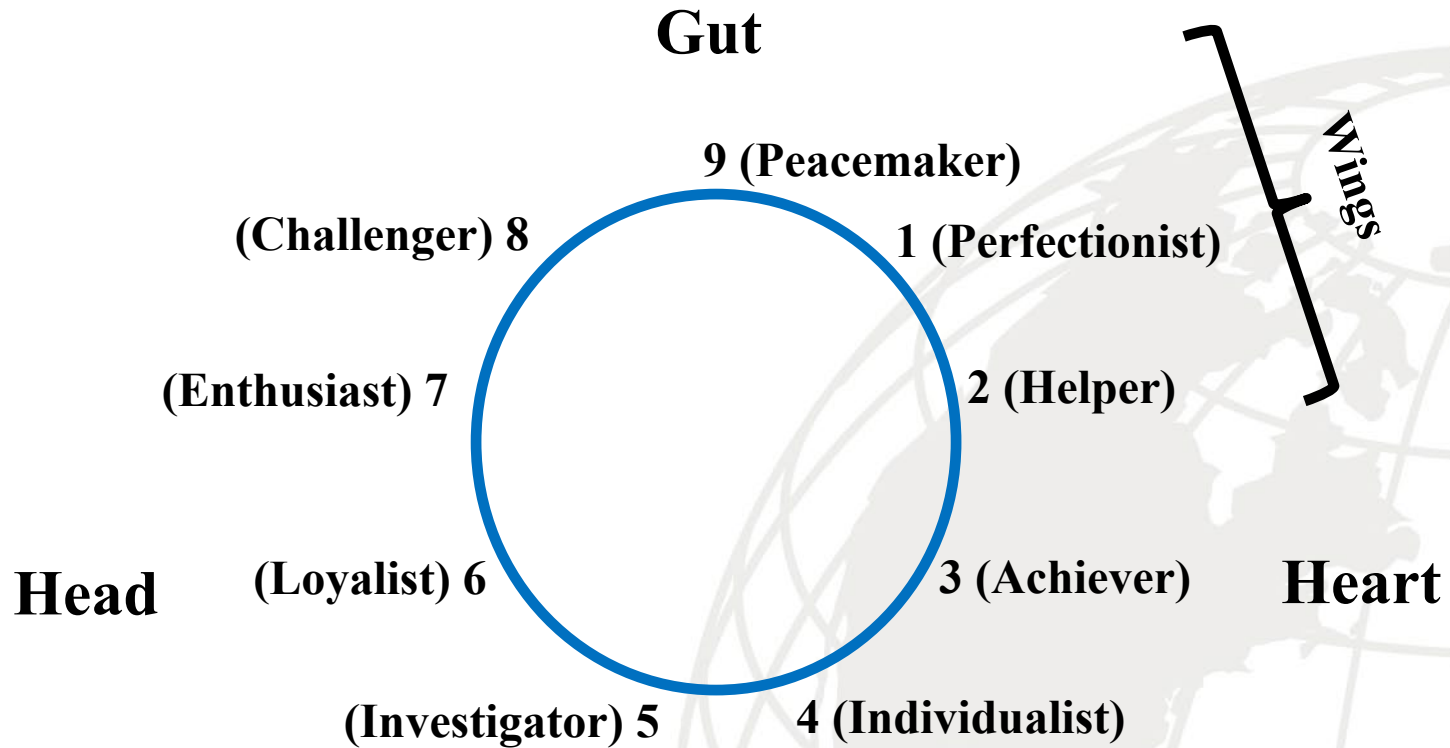


Enneagram: 3 Centers

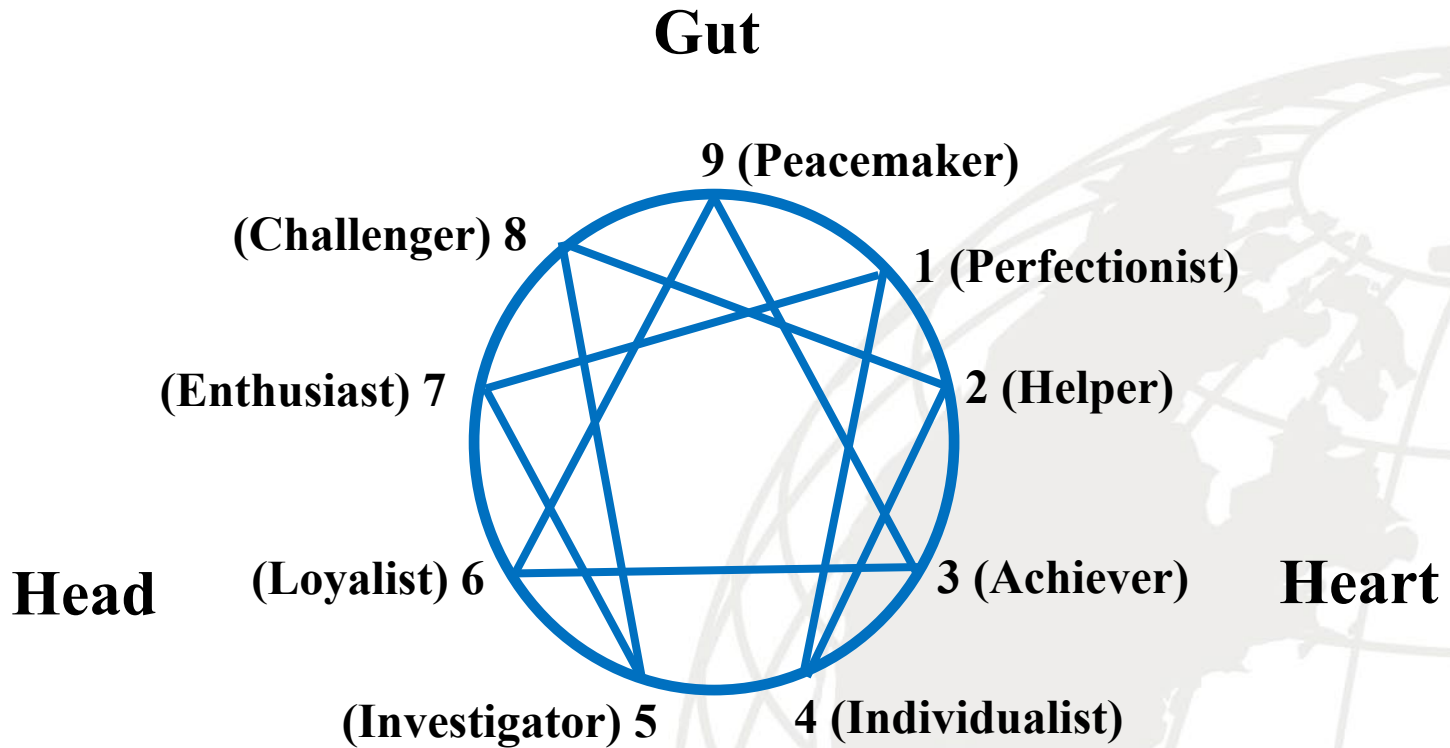


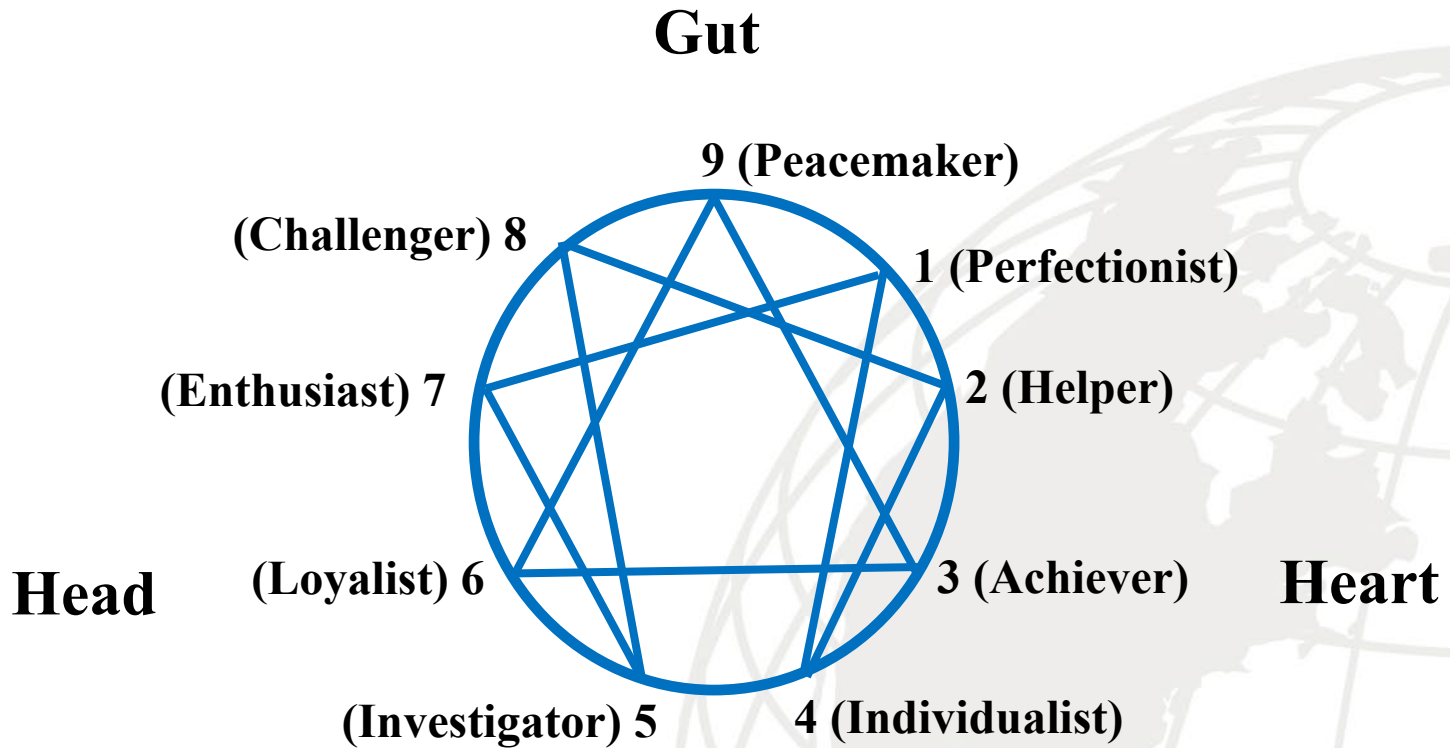


Enneagram: 9 Types



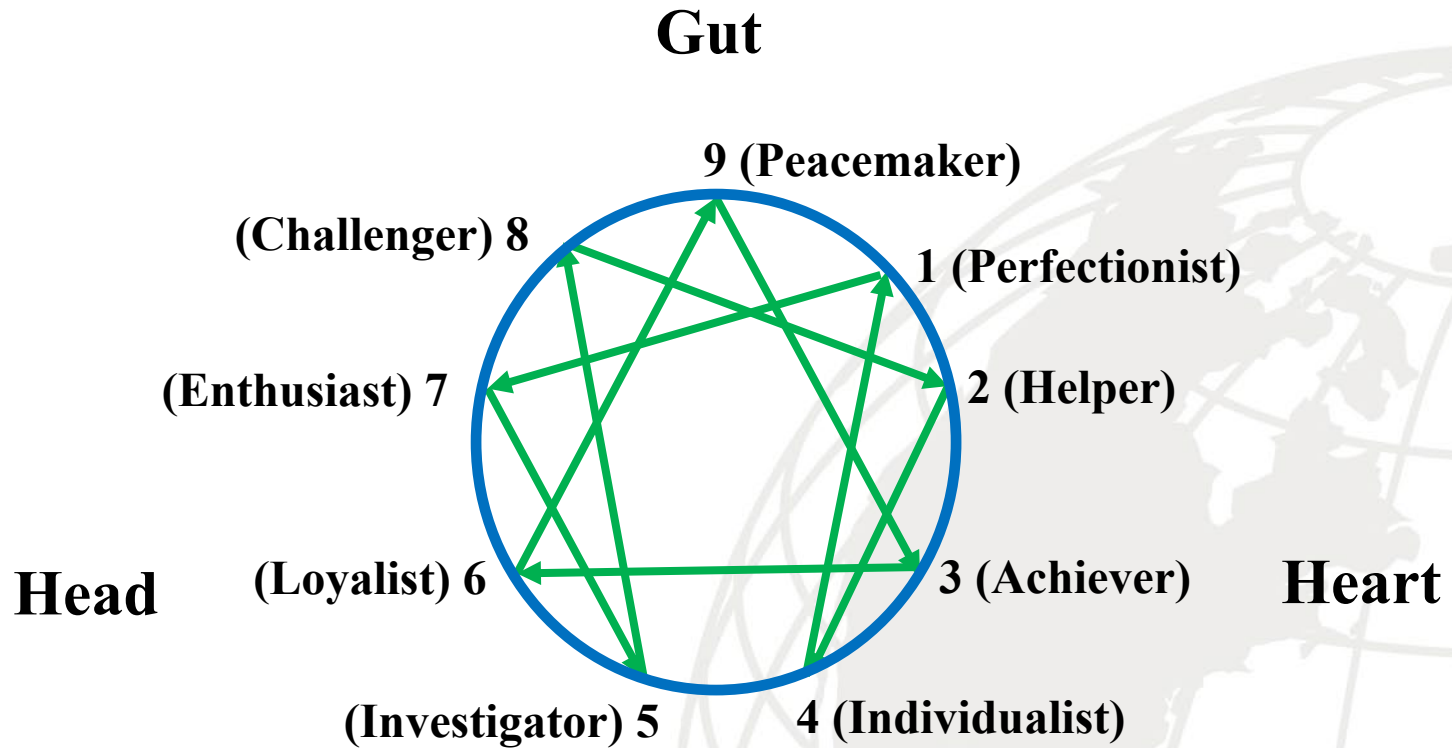
Introverts (4,5,6,9)	Extroverts (3,7,8)
Sensors (6)	Intuitives (4,5)
Thinkers (3,5,8)	Feelers (2,4,9)
Judgers (1,8)	Perceivers (7,9)



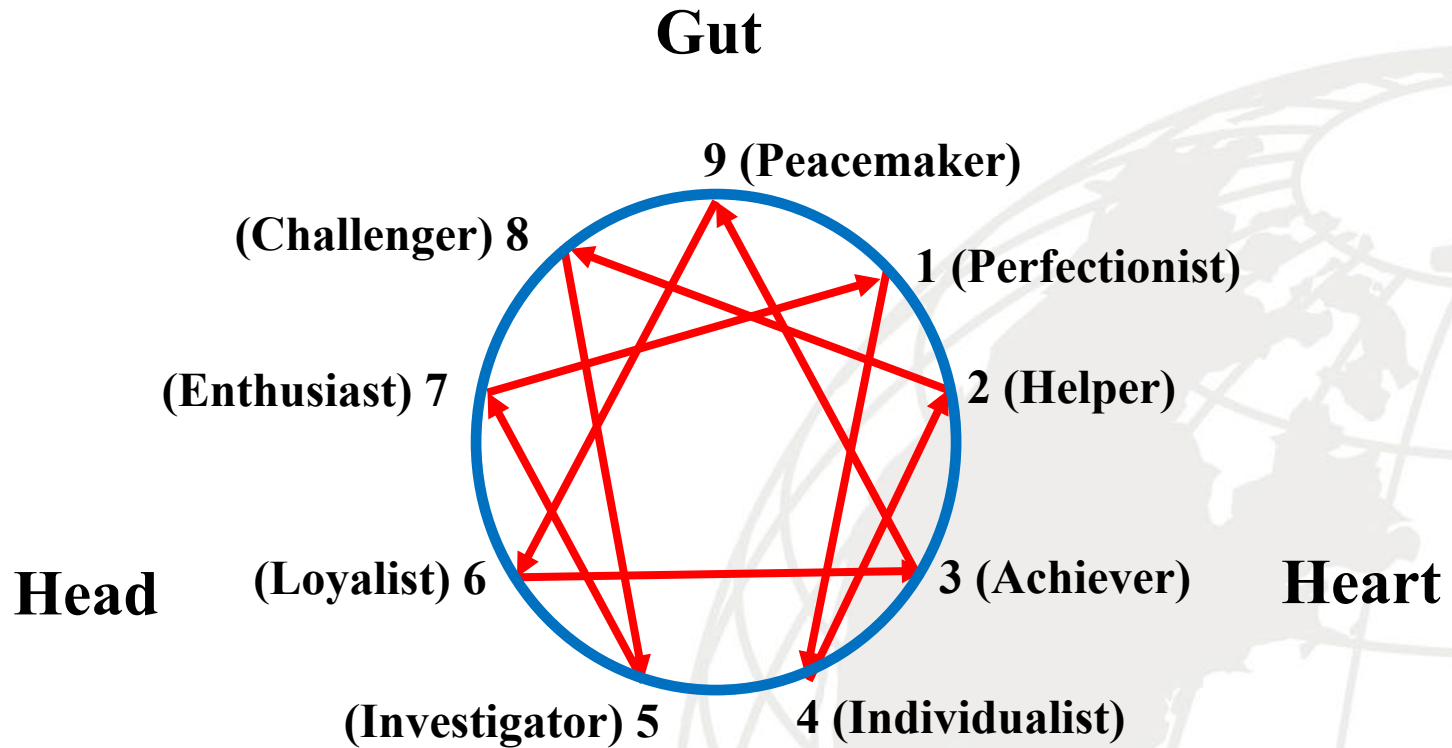




Enneagramics Integration

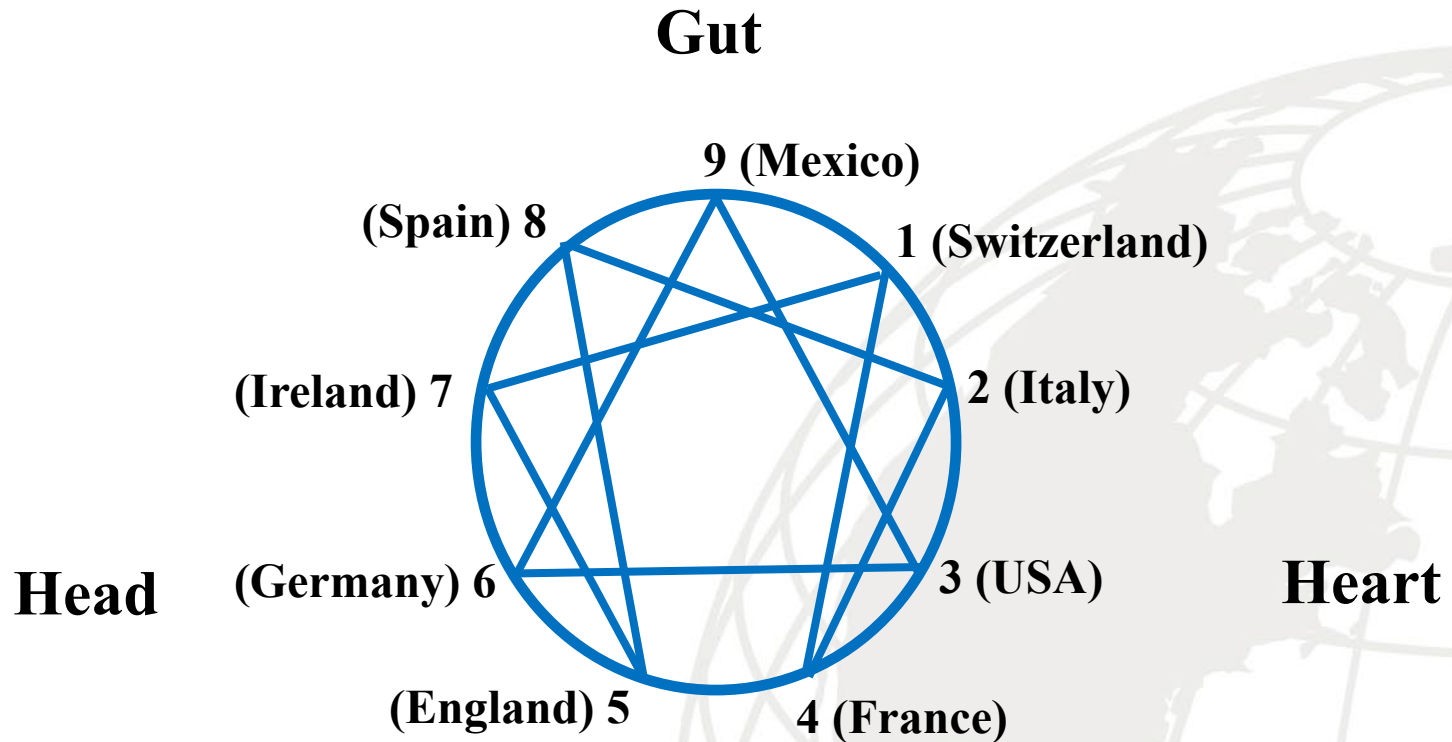


Enneagramics Disintegration



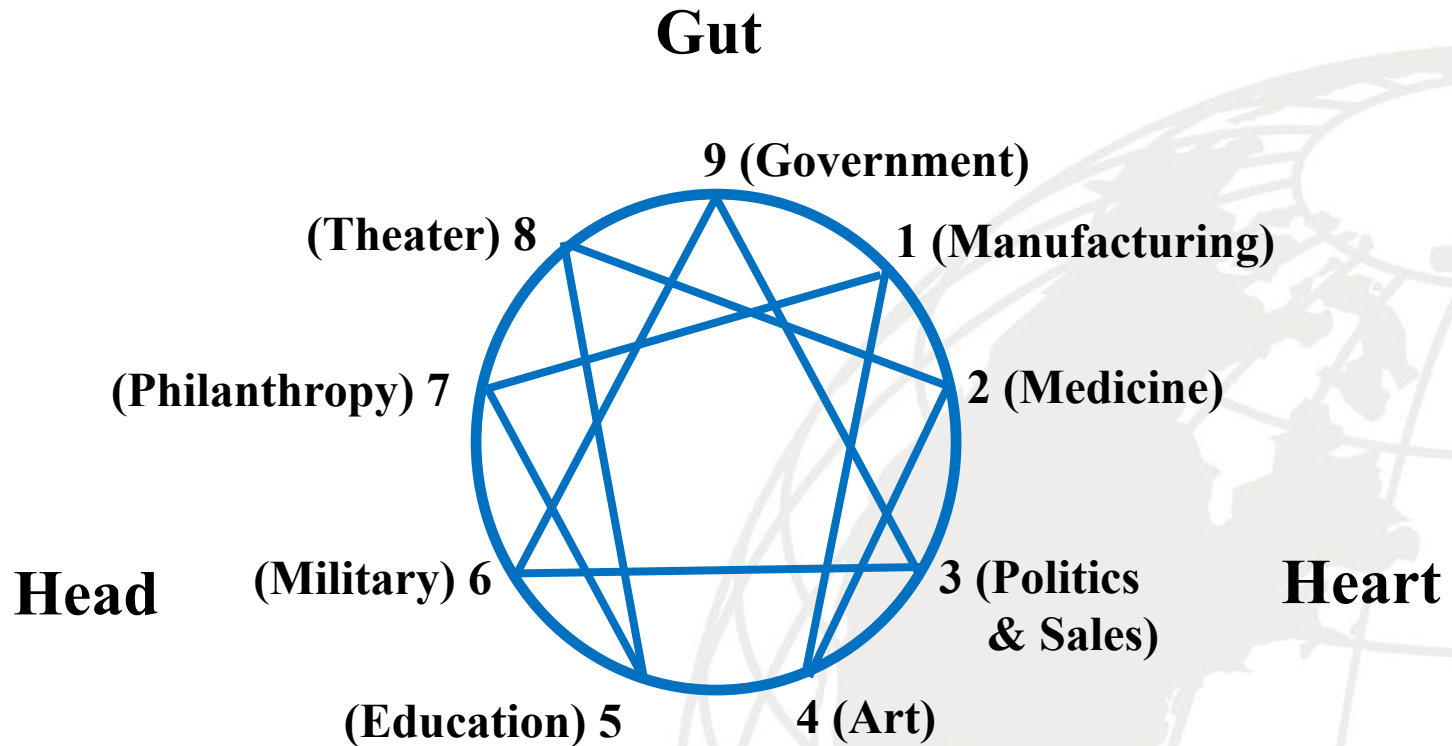


Mapping to Countries



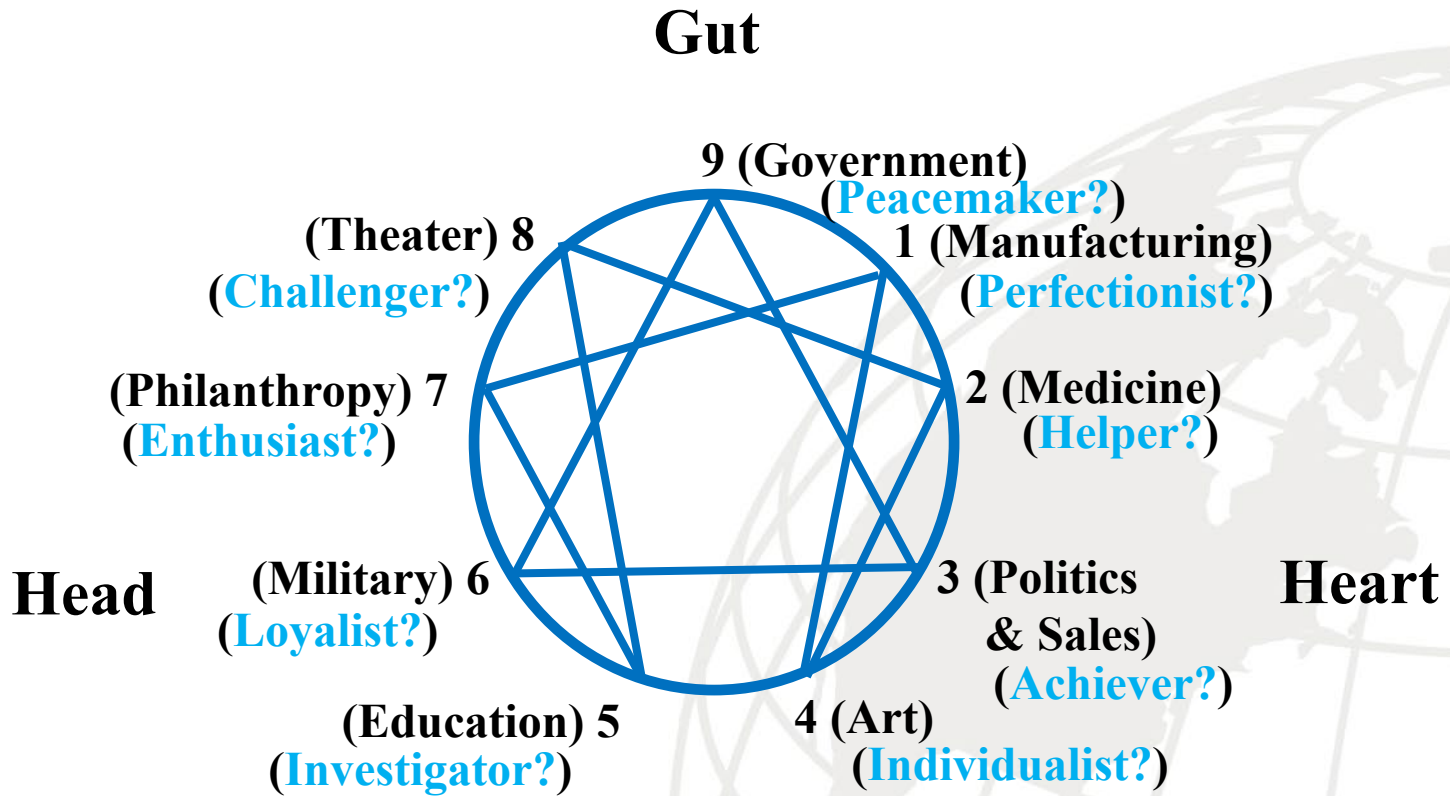


Mapping to Organizations



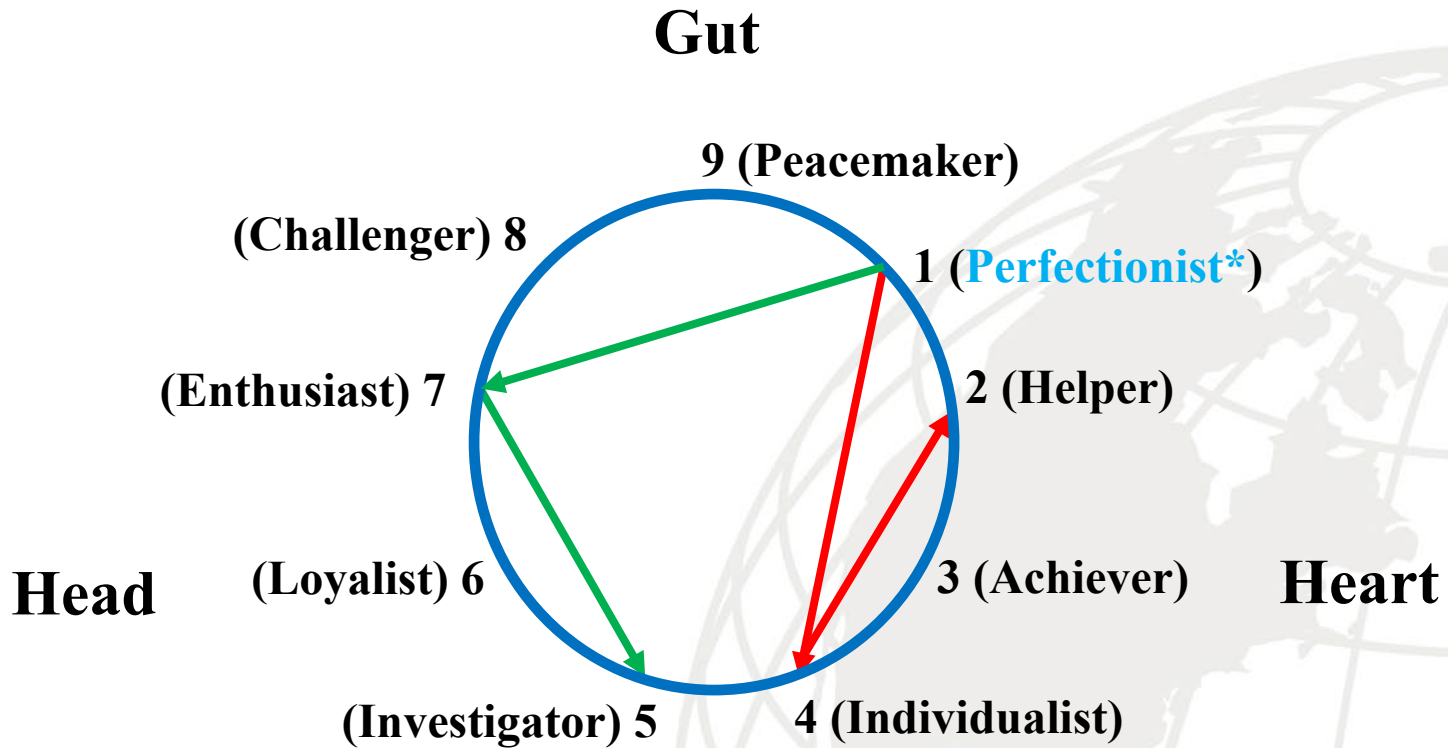


Organization-Employee Overlay





Employee-Job Overlay



* Appreciates order, rules and clarity; clearly defined roles and responsibilities, well-planned deliverables and deadlines, efficient procedures and processes, and a clear code of conduct; influence standards, manage quality, offer solutions, and work as part of a team to make things happen.

* Abhors chaos, with ever-changing goals and priorities; lack of consistent direction, clear delineation of duties or excessive workloads, especially when they feel that work quality is suffering; and where organization demands contrast with personal values or ethics.



- Employee
 - Individual type, integration, disintegration
 - Suitable jobs, suitable organizations
- Organization
 - Job demands, integration, disintegration
 - Suitable employees, appropriate training
- Management
 - Organization type, integration, disintegration
 - Suitable strategies, organization change



Questions & Conversations

- Thank you!

