

# Team Facilitation for High Performance



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# Why Does This Matter?

**Companies undergoing team transitions** face unique challenges:

- ***Shifts*** in leadership style and priorities
- ***Uncertainty*** across teams
- ***Misalignment*** between new leaders and existing culture
- ***Retention risk*** for key contributors

These risks can **slow execution, damage morale, and erode trust** in fast-moving environments.

# The Cost of Getting it Wrong

When transitions lack psychological insight:

- *Ramp-up time increases* for new members
- Teams *resist change* (often silently)
- *Collaboration breaks down* across functions
- *Culture weakens* during critical growth moments

**Companies need speed *and* stability.**

# The Enneagram is a personality framework that:

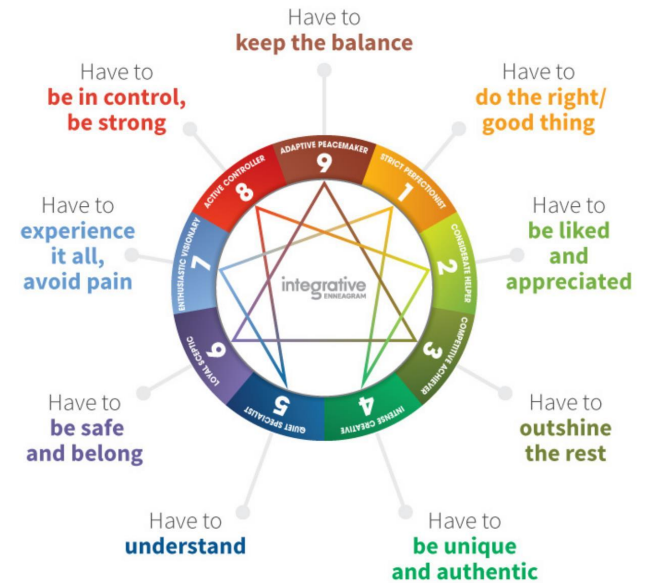
- Identifies 9 core personality types
- Reveals motivations, fears, and decision-making patterns
- Highlights stress responses and growth paths
- Creates a shared language for understanding behavior

Used well, it strengthens leadership effectiveness and team trust.

## MOTIVATION, NOT BEHAVIOUR

... each Enneagram Type is driven by a different motivation

Communication and trust break down when we interpret the actions of others through our own Type filters.



# *What's Really Driving Your Team's Performance?*

## **Trust & Psychological Safety**

- Can people be honest, disagree, and give feedback?

## **Awareness & Understanding**

- Do teammates understand each other's strengths, blind spots, and styles?

## **Stress, Pressure & Resilience**

- How does pressure show up — and is it managed well?

## **Energy, Engagement & Fun**

- How energized and connected is the Team?  
When is the last time they had fun together?

## **Learning, Growth & Feedback**

- How often is the team in learning or curiosity mode?

## **Team Maturity & Performance**

- Is the Team Forming, Storming, Norming... or Performing?

**Team dynamics either fuel performance — or quietly block it.**

# What This Work Unlocks

- **Clarity on individual motivations** and how they show up on the team
- Stronger **use of collective strengths** to drive performance
- Awareness of **shared blind spots** — before they derail results
- Insight into **team dynamics that impact execution**, stress, and decision-making



# Some Testimonials & Client Feedback

# Testimonial (VP)

Testimonial from Trish Webb, VP Professional Services at Demandbase.

*This was from our in person Feb session, and we just did a follow up virtual session for Feedback and Stress Strategies last week that received 4.8/5 feedback for her groups of 35 people.*

"Bissy led an engaging and impactful Enneagram workshop for my Professional Services and Customer Empowerment teams. The workshop helped the team better understand their personality traits and how those traits influence communication and collaboration. I was impressed with the team's focus and participation throughout the 3-hour session, especially since it followed our annual 2-day revenue kickoff! Many team members commented on how energized they felt afterward. Bissy's expert facilitation helped the team develop greater self-awareness, understanding, and empathy for their colleagues. I am grateful that our group started the year with such a valuable event, which enhanced communication skills and strengthened relationships across the group!"

# Testimonial (CEO)

Testimonial from CEO of Demandbase

*This CEO brought me in to facilitate 2 key Executive offsite sessions, powered by the Enneagram, to increase Executive Team functioning. Now at Demandbase, we've facilitate for ~400 teammates in person, with virtual follow up sessions.*

"I worked with Bissy for nearly eight years at Demandbase. In that time she excelled first in enabling our revenue organization and then in leading our Learning and Development team. Bissy is a joy to work with--she's passionate about helping people grow, high energy, and an overall positive cultural force. Over the last couple years in particular she did outstanding work in introducing new frameworks to build trust within teams that have been game-changing. I'm looking forward to watching Bissy to continue to grow and have an impact on individuals, teams, and organizations."

“I felt that this course was very helpful. It is nice to **not forget about the other personality traits into decisions.** Thanks you.”

“Great facilitation! Thank you so much!!!!”

“**Very interactive,** being remote this is super hard to keep people engaged for an hour and a half!

“Fantastic session, it gave me **a lot of opportunity to learn more about how my team prefers to interact**”

“This was GREAT thank you Bissy!”

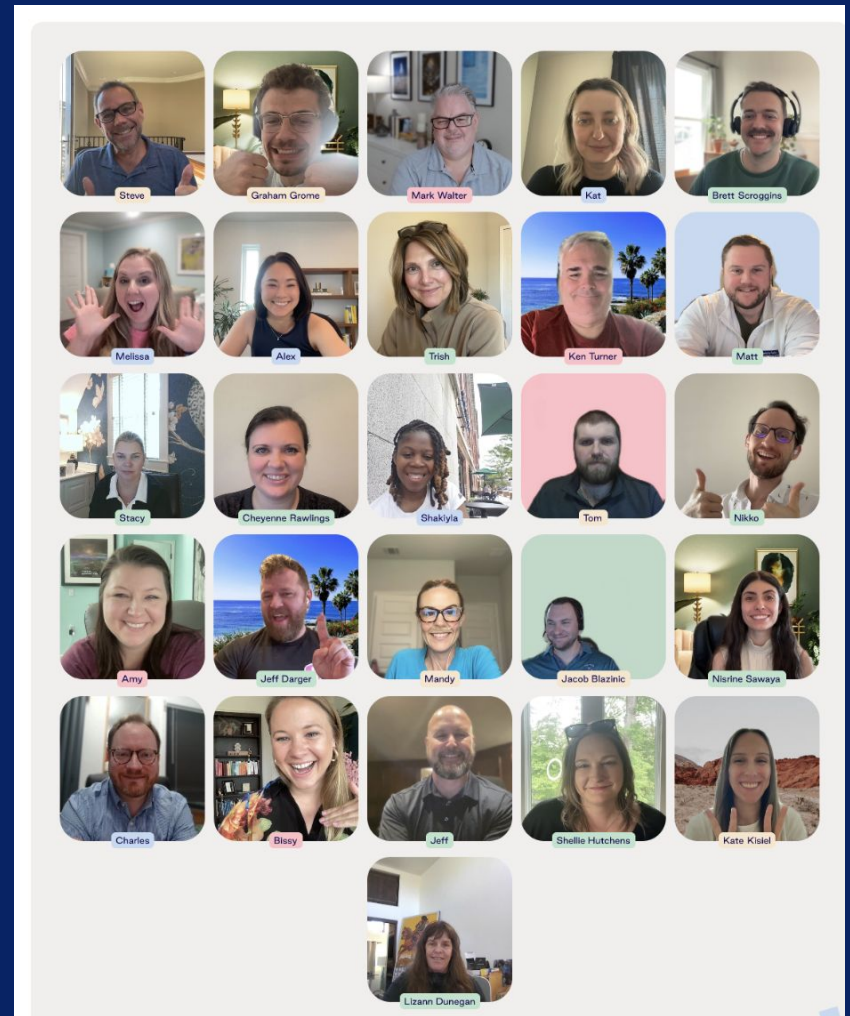
“You have the perfect personality for this program”



# Enneagram Part II

## Building Stress Strategies & Feedback Skills

### Feedback & Recap



### Your event stats

**29**

Participants

**1h 40m**

Event Duration

**31**

Breakouts

**6h 37m**

Conversation Time

**4.83 / 5** Avg. Post Event Response

