

Become a Hallos Triads Practitioner

A high-level overview of the Hallos Triads method and
Certification Program



The Hallos Triads Method

Born to understand human relationships, include people, reduce labels and conflicts, and celebrate diversity!

The Pillars

The key foundational principles and research that underpin the Hallos Triads approach include the importance of **relational intelligence**, the relevance of **inclusion and exclusion** in leadership, and the role of **polarities** in personal and professional development.

How We See the World

Good relationships lead to good results, and better results strengthen relationships. How individuals and teams **perceive and interpret** the world around them **determines the quality of their interactions**. If we learn to validate others and understand that **everyone has their place to add value and contribute**, we will be building a better world.

Archetypes vs. Personality

There is a **fundamental distinction** between the Hallos Triads typology, which is based on **archetypes**, and traditional personality assessments. The archetype-based approach can provide **deeper insights and practical ways** to support individual and team development.



Developing Relational Intelligence

Relational intelligence is a fundamental concept in the Hallos Triads method, which emphasizes the importance of understanding and navigating interpersonal dynamics. It encompasses the ability to perceive, understand, and manage the emotions, motivations, and behaviors of oneself and others within a relational context.

Applications of Relational Intelligence in Teams

Analyze Team Configuration

Examine the team's profile to identify strengths, blind spots, and opportunities for development. Understand how the team's configuration impacts performance and success in their mission.

Identify Team Styles

Use the Hallos Triads method to recognize the diversity of styles within a team. Understand how different styles interact and influence team dynamics.

Manage Interpersonal Conflicts

Leverage the Hallos Triads method to reveal the causes of interpersonal conflicts within the team. Experiment with effective strategies to manage these conflicts and improve team cohesion.

Foster Diversity and Inclusion

Integrate the diversity of styles as a frame for improving team performance and efficiency. Encourage team members to embrace their unique contributions, finding how they can complement and learn from each other.

Develop Talent and Leadership

Use the Hallos Triads insights to clearly identify individual and team learning and development needs. Facilitate the growth of talent, leadership, and effective teamwork.

The Five Archetypes

Everyone has their place in the world!



WHITE - THINKER

We need white to bring innovation and different perspectives.

BROWN - INTEGRATOR

We need brown to see the the whole system and understand the impact.

BLUE - ORGANIZER

We need blue to plan and and organise processes. processes.

GREEN - SOCIAL

We need green to remember remember that we are humane, humane, and we need each other.

ORANGE - ACHIEVER

We need orange to implement implement what seems impossible.

Introduction to our Certification Program



Origins and Philosophy

Understand the origins and guiding principles behind the Hallos Triads method, which aims to develop relational intelligence and increased levels of engagement and collaboration.



Diversity and Inclusion

Recognize the value of diversity and how embracing differences can lead to personal and professional growth, as well as improved team performance.



The Hallos Triads Typology

Understand the five distinct archetypes identified in the method and how they shape our perspectives, behaviors, and relationships.



Individuals and Teams

Explore how this method can be applied to both individual development and team dynamics, fostering self-awareness and interpersonal understanding.

This program provides a framework and practical tools for developing relational intelligence, fostering self-awareness, and leveraging diversity to unlock individual and team potential.

Certification Program 2025 - General Info

1 Target Audience

Business Leaders
People & Culture/HR professionals
Coaches / Facilitators

2 Pre-requisites

Open to people who have completed the **Hallos Triads questionnaire** and has been debriefed by a certified practitioner

3 Terms & Conditions

4-months training program
4 sessions for a total of **37 hours, F2F & Online**
Use of **2 TRIADS Licenses**
2 Individual & 1 Group Supervision
Certified Hallos TRIADS Practitioner
licensed to deliver our tools with Individuals and Teams
Toolkit to work with Individuals and Teams

4 Price & Location

2.400 € excl. tax / participant

Not included in the price:

- TRIADS report and debrief prior to program
- Lunch, dinner or accomodation

Location for F2F sessions is **nearby Milan**, in "La Camilla Agriturismo" - lacamilla.it

Certification Program 2025 - Timeline

La Camilla



APR 3 & 4
Workshop 1
Fundamentals
2 Days F2F



JUN 2
Group Supervision
2 h Online



OCT
Deliver Practitioner
Certificate



JUL/AUG
Individual
Reflection
Dissertation



APR/MAY
Preparation &
delivery of 2
debriefs TRIADS
report
2 h. Online



JUN 5 & 6
Workshop 2
Teams
1,5 days F2F



La Camilla



SEPT
Final Supervision &
Assessment
2 h. Online



Join Practitioners
community
Online quarterly gatherings

Certification Process*



Activity	Description
Individual & Group Supervisions	Two sessions; one to clarify questions and support in the preparation of the debriefs using the report, another to share experience and reflect on learning
Final Supervision and Assessment	A written and oral assessment in the form of a dissertation to evaluate the participant's understanding and ability to apply the Hallos Triads method
Delivery of Hallos Triads Practitioner certificate	The successful completion of the final examination and dissertation will lead to the delivery of the Hallos Triads Practitioner certificate and access to the community events

*Certification Process audited and approved by Qualiopi, an official certification body that guarantees the quality of training services. in organisations.

Our Team



MARISA VARA
Faculty & Supervisor

A psychologist by background, Marisa is specialized in human relations, leadership and team development. Coming from the HR corporate world, she started her coaching practice in 2003 and has been working as a coach and facilitator in different regions and industries in Europe, Middle East, APAC and LATAM for more than 15 years.



DELFINO CORTI
Faculty

Delfino's facilitation and coaching experience is rooted in the corporate world, with 20 years of management roles in different industries and countries, including Italy, Peru, the UK and China. Since 2015 he has focused on supporting leaders and teams, as consultant and facilitator, in driving organisational transformation processes.



YANNICK DELAMARE
Supervisor

Yannick has over 30 years of coaching experience, as well as an extensive business background, contributing significantly to the development of some SMEs. He focuses on fostering exchange, trust, and clear human relations, acting internationally as mentor, assessor, coach and trainer in development programs.

Research & Development Highlights - I

Model and items were developed using:

- ▶ An in-depth review of the foremost theories in social psychology, leadership and personality literature, integrating hundreds of research papers.
- ▶ A comprehensive fieldwork of +15 years of workshops and interviews with leaders and teams, performing a confirmatory analysis and structured feedback process that started with 600 behaviours and was curated to 55 behaviours now.
- ▶ A method validated by scientific research followed by a PhD. awarded by the University of Manchester, UK, in 2020.

Research & Development Highlights - II

Psychometric Highlights:

- ▶ The TRIADS® questionnaire has a high degree of internal consistency reliability (e.g., Cronbach's alphas range from .88 for the LMX model to .92 for the Transformational leader model).
- ▶ Longitudinal studies show a great level of external validity; between 6 months to 4 years after taking the questionnaire, 92.3% of participants still believe that the method can help them improve their interpersonal relations.