

LEADERSHIP Workshop

Leadership Training - Equine Assisted Professional Development (EAPD)

Leadership

LEADERSHIP Workshop assists in cultivating the human capacity for higher reasoning by allowing people to safely participate in scenarios where they have to overcome basic fear / personal communication tendencies and communicate effectively and appropriately ... in other words, to begin to lead without having to think about leading, experiencing and feeling the outcomes ... acting instead of reacting.

This one-day workshop focuses on leadership style and provides real time input from a partner that always provides honest, immediate feedback - a horse. In this hands-on program that safely partners with horses, traditional learning sessions are complemented by a series of simple ground tasks that involve working with a horse. The program supports those looking to better understand the practical application of leadership and emotional intelligence (EQ) concepts. The sessions take place at an indoor equine facility east of Edmonton. You will gain insight about your leadership style, how your intent matches your impact as a leader. You will learn to see yourself and others from a different perspective. This workshop involves direct interaction with a horse. There is no riding involved. Participation is voluntary. All attendees will be asked to sign a release waiver.



Objectives

- Discover leadership capabilities, focusing equally on leadership and EQ
- Gain insight to your natural leadership tendencies
- Identify your comfort level in dealing with powerful followers
- Experience emotional self management in dealing with issues and challenges that accompany leadership
- Learn how guiding with empathy earns respect and authority
- Increased self awareness
- Recognize the importance of listening

Course details

This workshop complements your leadership learning and puts into practice sound leadership concepts by such authors as John Maxwell, Five Levels of Leadership, 21 Irrefutable Laws of Leadership, Jim Collins, Good to Great ... and others.

Who should attend?

- Emerging leaders
- Work place / project teams
- Leaders in business, government and not-for-profit organizations
- People who desire to receive innovative and exhilarating training experience

Notes

- Lunch included
- Group size limited to 9 participants (spectators are welcome)
- 5 hours (9:00am to 3:30pm) - 2 1/2 hour programs also available
- Facilitator - Gary Millar

Devoted to teaching advanced human development skills through working with horses!

LEADERSHIP Workshop assists in cultivating the human capacity for higher reasoning by allowing people to safely participate in scenarios where they have to over ride basic fear / personal communication tendencies and communicate effectively and appropriately ... in other words, to begin to lead without having to think about leading, experiencing and feeling the outcomes ... acting instead of reacting.

The Other 95%

A self-confident presence is primarily a non-verbal phenomenon, yet where do we go to exercise that 'other 90 percent?' History shows that horses are experts at helping people develop the power, focus, balance-in-motion, emotional intelligence, social intelligence, and the physical, mental and emotional collection demanded of great people.

George Washington and Sir Winston Churchill in particular used their hard-won horse sense to de-escalate fear in groups of people facing life-threatening situations, illustrating that confident, accomplished, well-meaning people strive to reduce anxiety and boost clear thinking in their followers, encouraging cooperation and creative problem solving. On the other hand, insecure, opportunistic (or simply immature) leaders regularly stir up fear and conflict, often with the conscious intention of short-circuiting independent thought and innovation."

Devoted to teaching advanced human development skills through working with horses, these sensitive yet powerful animals have been helping leaders of the future exercise that "Other 90 Percent" with remarkable efficiency. And it is precisely this same nonverbal intelligence that you need to develop if you are serious about finding solutions to your personal challenges. Indeed, it is what we as a society need to learn if we are to overcome the challenges of the complex technological world we now live in.

- Leadership is as much about body language and tonality as it is about what is said.
- Leadership is developed daily, not in a day.



Devoted to teaching advanced human development skills through working with horses!

There is a powerful spiritual, emotional, and psychological connection between people & horses and horses have a great deal to teach humanity.

Here is what others have said about the **Leadership Workshop**

- interactive and engaging
- we walked away a stronger team with a new appreciation for our communication styles
- the horses acted as a mirror reflecting ones leadership style back without the clouding of agenda, politics or preconception
- the horse's actions and reactions were pure and honest providing a unique opportunity for insight
- we learned "confidence is contagious"
- confidence must possess a respectful and understanding quality that is build on mutual trust
- it was an experience to explore thoughts and feelings inside the context of leadership
- achieving effective leadership with a horse lays bare the essence of leadership
- hands on learning with horses pushes you out of your comfort zone about how to lead, then brings you back as you realize it can work with the two legged animals just as well
- you emotionally connect with the learning ... everything you learn appears in a different manner
- working with a horse provides you with a reference point for how you impact others
- the analogies to motivating and leading others is obvious
- life changing
- we learned ... care about your employees, build rapport and trust, give them room so they can develop and have a goal in mind
- you need to respect to be respected
- it was a great way to experience my very own strengths in working with people
- the horse is totally non-judgmental and has no personal agenda ... they help you honestly see what is needed to be a better leader
- the response from the horse was immediate

Why we use Horses

- Horses have the ability to help people relax their defenses and the walls they build up around themselves. This opens the relationship between oneself and others.
- Horses are a bridge to self-esteem and emotional strength, establishing trust bonds that overcome fear and aggression. This bond tends to inspire productive behaviour, caring attitudes and a philosophical orientation to life.
- Horses never lie. They respond honestly to the way you interact with them. They are non-judgmental and give honest responses. The horse has the capacity to mirror non-verbal communication - they are a mirror. When you change they change!
- Horses desire 'natural and real leadership"

The research is compelling ...

Dr. Bruce Perry, a neurobiology researcher, indicates the research reveals that learning happens when the brain perceives the experience as new and different.

"Being in the prey category, the horse's intuitive nature has evolved as a mere function of survival; it is constantly attuned to its surroundings and the subtle communication within the herd as a response to a perceived threat and an ever changing environment. In this way, horses have been observed to have acute communication skills within their social structures and highly adaptive behavioural responses. The horse has the ability to respond intuitively to human behaviour which results in immediate feedback from the animal. It is this response ability of the horse that creates opportunities for an Equine Assisted Learning participant to react both cognitively and behaviourally in relation to the cues from the horse. By their intuitive nature and innate sensitivity, my therapy horse can provide me with a window into the participants personality."

Facilitator: Gary Millar

A horseman, coach, leader, mentor and pioneer in the field of Equine Assisted Learning

For many years, Gary has worked with people, helping them improve the quality of their lives through interaction with live horses. He developed and operates the Arabian Horse Reading Literacy Project where children are motivated to want to read by exposure to good books and exhilarating interaction with live horses.

Gary brings his business experience and his ability as a professional communicator and Equine Specialist to the table and offers relevant, practical and real world learning in the Equine Assisted Learning sessions.



Background information and relevant data in support of using horses for leadership training

Studies show that during interpersonal encounters, only ten percent of human communication is verbal.

Yet in our increasingly fast-paced, technological culture, we've virtually become mesmerized by words as our social and educational systems teach us to neglect the nonverbal dimensions of experience. Cell phones, email, and text messaging, though incredibly convenient, further compromise our effectiveness over time as entire populations voluntarily—and unnecessarily—accept the limitations of a machine-like existence, ignoring powerful stores of nonverbal wisdom, the "other 95 percent" that arguably makes us human.

Even more disturbing for those with leadership aspirations, over-reliance on verbal communication causes accomplished, well-meaning, well-educated people to ignore the key to advanced personal and professional success; namely that the behavior, facial expressions, body postures, feelings, commitment, intuitions, and energy/enthusiasm (or lack thereof) behind our words can either add immeasurable power to the simplest requests or seriously undermine the most eloquent speeches.

As a leader in any organization—be it work, school, church, community/political endeavors, or family life—you've experienced the challenges of motivating others to get things done. As a student, employee, or volunteer in a non-commercial organization, you may have felt powerless when you weren't making the impact you'd hoped to—and you couldn't quite figure out why.

When left unresolved, these feelings can't help but intensify into a tangled mass of disappointment, agitation, frustration, anger, blame, and betrayal, as well as other disempowering emotions such as shame, guilt, boredom or apathy. Over time, this leads to a toxic work or home environment where increasing confusion, disillusionment and resentment are expressed through sarcasm one minute, icy silence the next, and, on occasion, outright shouting matches that damage relationships, sometimes irreparably.

Even if your motive is pure profit, there's no denying this dynamic effects the bottom line at work, costing a fortune in job turnover, ineffective management, lack of teamwork, careless yet expensive mistakes, and, most insidiously, people who simply "retire in place."

What if mastering those crucial leadership skills involved walking beside that horse, learning to dance with that horse, becoming more horse-like over time?

Well, then, you'd be in good company: Because throughout history, the most courageous, innovative, and influential leaders—from Alexander the Great, the Buddha and Genghis Khan, to Joan of Arc, Queen Elizabeth I, George Washington, Andrew Jackson, Winston Churchill, Teddy Roosevelt, Queen Elizabeth II, and Ronald Reagan—were dedicated horsemen and women. And what did they exercise in the company of horses? That crucial "other 90 percent:" all those elusive, nonverbal skills that strengthen leadership presence, poise under pressure, charisma, endurance, and the sheer power to inspire and influence others.

Regardless of policy and agenda, these men and women exhibited exceptional courage, conviction, and clarity of intention with a marked talent for motivating large populations to endure the discomfort and uncertainty involved in creating innovative empires and/or significant social change. In essence, they exhibited high levels of what we now call Emotional and Social Intelligence.

What Do Horses Have to Teach Us About Leadership?

In a herd of horses, leadership is shared. The lead mare sets the direction and pace of the herd. The lead stallion keeps the herd together and protects it from predators. Each member of the herd has a role in protecting the health of the herd. All of the horses in the herd contribute to the socialization of new or young members, teaching them what behaviors are acceptable and reprimanding those who behave in ways that could compromise the health of the herd. The ever-present goal of herd leadership is health, harmony, and unity.

For herd members to place their trust in leaders, they must know four things about them.

1. leaders are paying attention and can detect even the most subtle shifts in the environment.
2. leaders can give them clear direction on how to respond to the shifts.
3. leaders are able to follow that direction with focused energy, providing the herd with guidance on the pace with which to respond.
4. leaders display congruence of their inner and outer expressions.

Ultimately, the herd members must know that the leaders have their best interest as their source of motivation at all times. This concept of shared leadership brings the wisdom of horses into how we lead our organizations and communities.

Attention, Direction, Energy, Congruence:

When leaders demonstrate these characteristics and skills, the herd becomes confident in their leadership. The bottom line is that confidence in the leader makes the herd agile in times of change. The same is true for people. To gain our confidence, our leaders must ...

- demonstrate that they are paying attention to what is going on in their communities/organizations,
- are able to give clear direction with focused, inspiring energy
- are so authentic that their intentions can be fully trusted.

Confidence in leadership makes a community or an organization agile when the time for change can no longer be avoided.
Adapted from Teaching Horse: Rediscovering Leadership, by June Gunter, Ed.D.

Human ability to reason

- Horses are wired for fear - Humans are wired for fear
- Fear is tied to a horse's fight or flight reflex - Fear is tied to a human's fight or flight reflex
- At one point in our evolution, being fearful, cautious and having a highly tuned fight or flight response system was critical for survival.
- We are hardwired to think negative thoughts vs focusing on more positive aspects of life.
- Humans have the ability to think and reflect with the capacity for higher reasoning. We can actually out-think natural instincts - out-think our fear and natural tendency to focus on the negative aspects of a situation. Therefore, by knowing the basis of sound leadership and understanding the phases of leadership growth, we can learn to be "leaders" and grow to become "better leaders".
- In times of trouble, organizations naturally look for new leadership. Leadership is the issue.
- Personal and organizational effectiveness is proportionate to the strength of leadership.

Phases of Leadership Growth

- I don't know what I don't know
- I know that I need to know
- I know what I don't know
- I know and grow ... it starts to show, but I still have to think about it
- I simply GO, because of what I know ... I don't have to think about it. I just act and respond in ways that are congruent with sound leadership.