



■ Authentic Leadership through the Gift of Horses

■ Introduction

The practice of leadership has been explored, evaluated, categorised and supported with quantities of data, yet reality is what makes us effective as leaders. While leadership concepts remain constant, the context is constantly changing.

Authentic Leadership through the Gift of Horses is a two-day, experiential focusing exercise on you as the leader. You will understand how your leadership style is perceived, by learning from other participants, as well as from a natural leader, a horse!

Equine Assisted Learning (EAL) is an emerging field, in which experiential activities involving horses are used to create metaphors reflecting real life. Participants learn about themselves by participating in activities with the horses and then processing behaviours, feelings and patterns.

Learning with horses helps build and strengthen:

- leadership skills
- self-awareness
- problem-solving and conflict resolution
- ability to set and honour boundaries
- anger management
- overcoming blind spots and non-verbal communication

Why horses?

- Horses are intuitive creatures, which can show us in an instant when we are fooling ourselves and when we are on the right track.
- As herd animals, which are tuned in to the slightest inconsistency in their environment, they mirror back to us inconsistent behaviour, which we may not have been aware of.
- Working with horses offers the unique experience of developing a deeper understanding of yourself, and how others perceive you, what motivates you, your adaptability and flexibility in changing situations, and your ability to lead.
- They have distinct personalities, attitudes and moods.
- An approach that seems to work with one horse, does not necessarily work with another.
- They like to have fun.
- Accomplishing a task involving a horse provides a wonderful metaphor when dealing with other intimidating situations in life.

■ Target Group

Middle managers who are currently managing others, or who have the potential to manage others, or who wish to grow and develop their management abilities.

■ Objectives

Participants quickly experience that, in working with a horse, exerting power is not an option, and a job title means nothing ... leadership is explored through earning authority, demonstrating authenticity and gaining trust.

- You will be provided with a pre Emotional Intelligence assessment. This will be followed up with a post Emotional Intelligence assessment, showing the changes that occurred as a result of working with the horse

- You will be provided with the opportunity to explore new ways of leading, which will result in increased self-awareness of your leadership style.
- You will receive authentic feedback on your leadership style from a natural leader.
- You will be able to practise your Creative Intelligence while working with other team members as well as the natural leader, the horse.

■ Structure and Content

Get away from the office, away from meetings, into an environment that is simply about a time that you will never forget!

Classroom theory is immediately supported by one-on-one interaction with the horse, as well as facilitated discussion to encourage observation and reflection – to make the connection to the workplace.

■ Learning Outcomes

After completion of this programme, participants will have:

- articulated and practised qualities which they see as exemplifying a natural leader.
- gained self-awareness and an understanding of how thoughts, emotions and the resulting behaviour impact on communication and relations with others.
- improved leadership skills by analysing feedback from others, as well as an emotional intelligence assessment and feedback.
- an understanding of the role they play in a team, and how they apply creative problem-solving and communication skills.
- the ability to describe the characteristics that distinguish the authentic organisation from others.
- developed a personal action plan, based on their experiences and learning.

■ Admission Requirements

It is assumed that participants comply with the following requirements: English language competence at NQF level 4. Sufficient ability to read and comprehend learning material, write assignments and follow/participate in discussions on management issues.

■ Venue and Date

CAPE TOWN (*venue to be confirmed*)

2 programmes (duration 2 days)

- 5 - 6 May 2009
- 14 - 15 October 2009

Class times: 08:15-17:30

■ Fees

Fees include programme fees, programme material, lunch and refreshments, and are payable before the commencement of the programme.

Payment policy

A 50% cancellation fee is payable if the participant cancels later than one

week prior to the commencement of the programme.

Please note that programme fees and dates are subject to change

■ Faculty

Yolanda Sing

■ Please note

No experience with horses is needed.

No riding is involved. All activities are done with feet on the ground.

■ Enquiries

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