

Our programs

Our programs are based on the following factors and your needs. Please review the information below; and contact us to arrange a program specific to your requirements and goals.

Our program development is based on two foundation pieces:

1. the premise that professional growth can be viewed as making new connections in any of the directions shown in the following table:

upward	to achieve one's full potential;
outward	to make contact and encounter others;
inward	to increase our awareness of who we are, and what we want, need, sense, feel, think, and do; and
downward	to be grounded, and to connect

2. Skills that meet the directional development approach and most benefit from use of a horse. The horse has particular abilities to act as a catalyst for change by providing immediate and irrefutable feedback on our behaviour and communication, and to engage our senses as we work with animals that react so strongly to us and yet retain their own ability to think and act.

We combine these elements to produce programs that can be tailored to your goals around basic development skills that singly or grouped into programs can move you and your teams forward to a new and more productive environment. Skills well-suited to professional development through the use of horses include:

Goal Setting

If you don't know where you are going, you will probably end up somewhere else. ~Lawrence J. Peter

Setting goals underlies the path to success for individuals, teams, departments, companies. This segment of our programs focuses on both the individual and the group, the importance of having goals, understanding the goals of others and how they impact you and knowing when you must push for your own goals or modify them for the larger benefit of the team or company.

You will see that clarity in purpose when working with a horse produces immediate results; and you will experience the result of actions that are undirected.

The Power of Focus

The successful man is the average man, focused. ~ Author Unknown

Often we spend significant time setting our goals and objectives, devising mission statements. What happens next is what will make those goals reality. Following through on our goals, knowing what is important on a daily or moment-by-moment basis is how we meet our goals and achieve success for ourselves, our teams, our companies.

You can make a horse move, stop, change direction through focus. As you learn this skill with large, powerful animals

Communication with Clarity

Say what you mean and mean what you say. ~
George S. Patton

You can have brilliant ideas, but if you can't get them across, your ideas won't get you anywhere. ~
Lee Iacocca

In this segment we focus on the dual aspect of communication: the importance of communicating and the fact that we so often do it poorly, even when we think we were brilliant.

Horse language is almost entirely nonverbal. The majority of human communication is nonverbal as well. As we learn to communicate with a very responsive, non-judgmental animal, we learn about our own communication styles and the results of clear vs. mixed messages.

Achieving Results in Times of Fear or Uncertainty

If you can remove fear from the environment, both learning and innovation spiral upwards. ~ **Monty Roberts**

Fear of failure, of not making quota, of change, of looking bad, of being chastised, of trying. We see these and other fears daily in our business lives. The art of recognizing and overcoming fears and uncertainties that are slowing our ability to produce peak performance is an achievable talent that opens whole new areas of opportunity for success.

Horses help us overcome fear either due to the need to overcome initial fear of just working with large animals; or by working to achieve an end-result in an environment that is often frighteningly unfamiliar. As we are tasked with effecting a result using skills we don't feel we have, in front of a group of our peers our adrenaline will certainly rise.

Giving and Receiving Feedback to Improve Performance and Relationships

A pat on the back is only a few vertebrae removed from a kick in the pants, but is miles ahead in results. ~ **Ella Wheeler Wilcox**

This is one of those skills we often either think we have or just don't see the value in. The ability to absorb feedback is the food that nourishes our ability to improve. Without it we really are working in a vacuum.

Working with horses will demonstrate not only the importance of feedback, but also the varied types of feedback and methods of delivery. As a result, participants will start to improve their performance as they seek out rather than avoid or resist feedback.

Your Habits Will Determine Your Future – the Power of Good Habits

Winning is a habit. Unfortunately, so is losing. ~ **Vincent Lombardi**

Vince Lombardi certainly knew all about the art of winning. His words apply to all fields of endeavour, including our lives in business as we struggle to make sales, exceed objectives, sustain company success, keep our jobs, get promoted.

The role of consistent, effective actions - the definition of good habits - in winning is often overlooked. After the thinking, planning and goal-setting, your daily actions are what move you to your endpoint. By cultivating good habits based on the goals you have set, your employees, or you, will waste less time, arrive at meetings on time and prepared, be less stressed and more productive. We can't help

having habits, we can help make them good ones that don't slow us down, but rather speed us on our way to success.

Consistency in doing the correct thing is always a key component of success in training horses, or interacting with them safely and with enjoyment. We explore this aspect of the horse experience to highlight the consequences, good or bad, of our habits.

Flexible Leadership

Strength lies in differences, not in similarities. ~ **Stephen Covey**

To lead people, walk beside them ... As for the best leaders, the people do not notice their existence. The next best, the people honor and praise. The next, the people fear; and the next, the people hate. When the best leader's work is done the people say, "We did it ourselves". ~ **Lao Tzu**

You are in a position of leadership whenever you are in a position where you can or must influence people. A manager of a department, a salesperson managing an opportunity, an employee managing his time – leadership skills are critical to success in all cases.

Horses, like people, are constantly in a position of being both a leader and a follower. Interactions with horses will show you the importance of using leadership appropriately adjusting our styles to different situations and different individuals.