

Learn Leadership Lessons from a Horse

Are you an effective leader? Find out in the **Equine Facilitated Leadership Workshop** with Hans van Randwijk, who helps people in the business world improve leadership, communication and teamwork through interaction with horses.

The first important point to make here is that you do not have to know anything about horses to participate. You don't even have to like horses. However, a learning attitude and the wish to develop your own style of leadership is a must.

With all the choices out there for professional coaching, why is the Equine Facilitated Leadership Workshop better? Because horses are wonderful teachers. Horses are incredibly sensitive, live in social, dependent herds and are designed to respond to stimuli instinctively. This was necessary for them evolving in a world where they were prey animals, fed upon by large, fast, fanged creatures like saber-toothed tigers. Although horses are domesticated today and saber-toothed tigers are extinct, horses have retained their herd behaviours. As such, they are a mirror for humans, reacting immediately, openly and honestly to the message within a person's body language. Horses prefer being led but will only accept a capable leader, responding immediately to the 3 principles necessary for survival within the herd: trust, communication and respect. They therefore provide an effective and innovative environment for you to learn about the subtle messages that you send with your non-verbal intention.

The next step is to then do something with the information the horse gives you. This is where Hans van Randwijk's superb facilitation skills come in. He is a fully qualified corporate trainer with a master's degree in psychology and several years experience working in personal and professional development in Belgium, Portugal, Germany, Holland and Ireland. After 3 years training with some of the best natural horsemanship professionals in the world, he developed his successful and unique leadership workshop. Hans will help you figure out what the horse is teaching you about your own leadership abilities, including communication, setting limits, self-confidence, use of authority and focus. You will find out where your strengths and weaknesses are.

This in itself is valuable information, but Hans will guide you to the next level: implementing change. If you acknowledge and accept the feedback you receive, you will be able to immediately discard what is not serving you. Returning to work with the horse, you will directly observe the impact this change has on your effectiveness as a leader. It is one of the most powerful experiential leadership development interventions available today.

But why should your company invest money in improved leadership? Because effective leaders are a key component in successful business. Research among 264 companies by consultancy Watson Wyatt found that "companies with the most effective communication programmes reported a massive 47 per cent higher total return to shareholders from 2002 to 2006, compared with companies that communicated less effectively." These companies were also four times more likely to report high levels of employee engagement compared to those that failed to get the message across. Furthermore, in an article entitled Good Communications Critical in Surviving the Downturn, published in *Management Issues – The Heart of a Changing Workplace* October 2008, author Brian Amble suggests that "good communications could make the difference between staying in business and going under. Be a leader...Knowing senior executives are there to lead through uncertain economic times is crucial to your people."

Want to find out more? Hans van Randwijk will be offering a **full** Equine Facilitated Leadership Workshop on the following 2010 dates:

February 4th -5th

March 11th -12th

April 11th

May 13th - 14th

The Equine Facilitated Leadership Workshop includes accommodation, meals, horses, interviews with participants and customised goal setting conversations. Spaces are limited, so book early to ensure your place.

*One day workshop (includes organic lunch): **150 euro only**

*Two day workshop with full board accommodation: **350 euro only**

Please contact me, Merel Zyderlaan, to book your place in the Equine Facilitated Leadership Workshop for spring 2010. I can be reached by phone at 086 3608316 or email at merel@riding-centre.com.

Slieve Aughty Centre is a family owned and operated equestrian and event centre located 50 km east of Galway City. Slieve Aughty Centre can be found on the web at www.riding-centre.com.

For more information about the Equine Facilitated Leadership Workshop, please visit www.leadrope.nl, or check out <http://www.youtube.com/watch?v=ITpVTfWgN8E> for a great 5 minute video about the workshop!