



HorseSense360



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Presents

EQ-STRENGTHS-BASED LEADERSHIP

by Corina Holzapfel

EQ-Strengths-Based Leadership enables leaders to discover and utilize their unique character strengths to improve their leadership abilities.

Effective leadership begins with the ability to recognize inherent strengths. EQ-Strengths-Based Leadership, an equine-assisted experiential learning program created by Corina Holzapfel, builds upon the individual's capacity to increase self-awareness and utilize one's strength for more effective leadership.

EQ-Strengths-Based Leadership participants will discover their top character strengths, as well as pinpoint areas for improvement. Through equine-assisted experiential exercises, the program will help participants better utilize their strengths and find solutions on how to develop specific capacities to maximize their success as a leader. Through experiential learning, participants will notice changes in behaviours and attitudes that produce sustainable results.

EQ-Strengths-Based Leadership will help the individual succeed through:

- Increased self-awareness
- Greater authenticity
- Improved delegation skills
- Better positioning ability
- Higher contentment and job satisfaction
- Standing out
- Greater impact
- Better influence
- Increased motivation, confidence, clarity
- Empowerment
- And more.



This 1.5 - day program is specifically designed to help individual leaders of all kinds discover their unique skills and maximize their potential. It utilizes equine-assisted learning as a method to teach personal and professional skills and applies both personally and in the business world, providing the opportunity for more effective leadership and influence.

“Before the training I was concerned that I’d spend a day and a half of my time and not get any value out of it. But during the training I quickly out that dealing with the horses is a great metaphor for a lot of business situations. My biggest a-ha moment was how much clear direction you need to give the horse in order to get them to do what you want. The horses really get confused by a leader who provides weak direction. I liked having the opportunity to have a discussion with the team in a different setting and not about immediate concerns. The training has reinforced for me that people just like horses have very different personalities and you need to treat each of them differently and need a different range of tools for them. It is also a good opportunity to get out of your comfort zone and I highly recommend learning about leadership skills using the horse as a proxy.”

Paul Hartley, Software Development Manager

LEADERSHIP

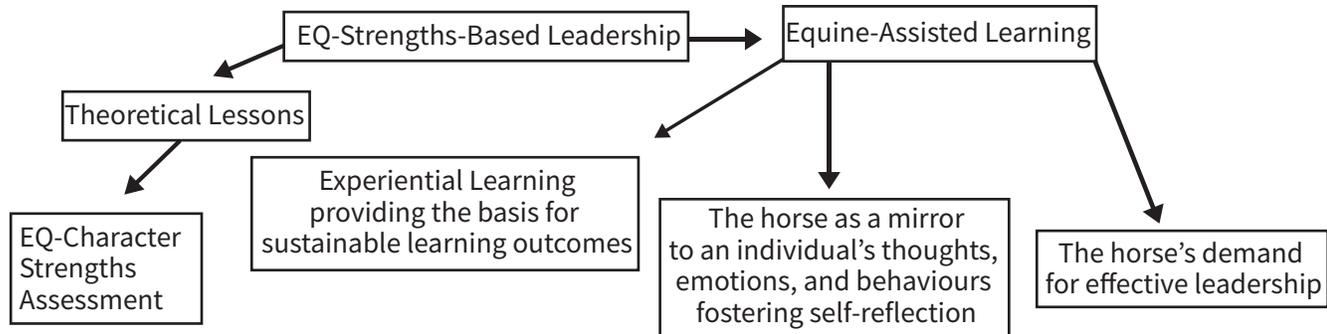
LEADERSHIP

“The experience with the horses was fabulous! Initially I was very nervous because I have never worked with horses before and I felt the horse was so strong and powerful. However, Corina was very reassuring, and I trusted her instructions and gradually started to feel more comfortable with every minute of working with the horse. I realized that the horse absolutely mirrored my leadership style! That if I wanted to be a good leader there were certain approaches to behavior I would need to change.”

Jenny Dyall, Student Support Specialist, Algonquin College

The Method:

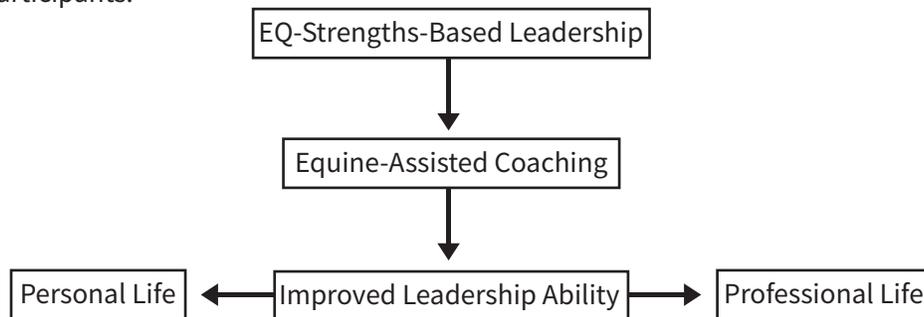
The program is based on two main pillars: theoretical lessons and equine-assisted learning facilitated through experiential learning exercises with horses.



How does equine-assisted learning work?

Participants are asked to perform concrete exercises with horses on the ground (not in the saddle), either in groups or as a single one-to-one task with the horse. The facilitator(s) set up different situations for the participant(s) to solve. Participants are asked to observe the horses' and other participants' reactions and behaviours. They will create abstract concepts by metaphorical thinking and trying out different approaches, which then can be transferred into their professional or person life. Active experimentation follows initial problem-solving exercises, where participants undertake a series of various tasks and try out what they have learned from reflective observation and conceptualization. Interactions with horses and other participants allows the individual participant to reflect constructively on the relationships and regularities that result from the interactions mentioned above -- active work sessions with the horses alternate with reflection and feedback sessions.

Before participants are allowed to enter the arena, the equine-assisted coach reviews the so-called **horse-etiquette**. Basics of horse-behavior related to its status as prey and the social structure of the herd are discussed. Furthermore, the core aspects of horse-handling are reviewed to ensure safety of all participants.



For more information about our programs, or to arrange a presentation, please call IPN Brainpower Consulting Inc. t/a Brainpower360 and HorseSense360

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