

HORSE ASSISTED EDUCATION

ZEIDLERHOF Oberbeisheim

THE ART OF LEADERSHIP

HorseDream business seminar

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FOR YOUR SAFETY

Our seminar horses are accustomed to interacting with humans. From us they never get unfair, rude or loud reactions, not to mention a beating. As a result they are open minded and trusting of every human.

But our horses also live in their own world, in a horse-group, where behaviour of a herd and hierarchy fights are not only accepted by us but encouraged.

Therefore you must be aware of their natural, i.e. wild, jumpy, flight like reactions.

Disclaimer: We assume, that all participants of this seminar appreciate the remaining risk and that everyone takes the responsibility for him/herselve. HorseDream's liability is limited to malicious intent and gross negligence and limited to the amount paid for the seminar by the participant.

Read and accepted:

Place	Date	Name	Signature
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TIMETABLE

09:30 – 10:30	Introduction to the seminar program Expectations and tasks Approaching the topic Strength and shortcomings
10:30 – 11:00	Hands-on exercise 1 Observing and assessing Hands-on exercise 2 Face to face with horses
11:00 – 12:30	Hands-on exercise 3 Leading and being led
12:30 – 13:00	Explanation model Leading Positions Video recordings in the background
13:00 – 14:00	Lunch
14:00 – 16:00	Hands-on exercise 4 Distance and nearness Hands-on exercise 5 Goal orientation
16:00 – 16:30	Coffee break Video recordings in the background
16:30 – 17:00	Theory input: Explanation models Comfort Zone and Horse and Personality
17:00 – 18:00	Meta-feedback of the horses Insights and motivation

EXPECTATIONS AND TASKS

Why did you book this seminar?

What do you expect from this seminar?

What do you want to contribute?

What are your concrete executive functions?

a) in the company

b) in private life

APPROACHING THE TOPIC

Which characteristics describe your personal way of leadership?

If you want to make somebody do something for you what personal or general means and/or behaviours do you use?

If you had "power" in the enterprise, real power: How would you use it?
What would you change immediately or what would you introduce?

STRENGTHS AND SHORTCOMINGS

(This is personal. We will not share it.)

What do you regard as your personal leadership strengths?

What do you think are your leadership shortcomings?

Self-assessment:

true (+3 to +1) not true (-1 to -3):	+3	+2	+1	0	-1	-2	-3
You are always too compliant. <i>meagorug</i>							
Your authority is not accepted.							
You are criticized in terms of your style of leadership.							
You do not appear determined enough.							

EXERCISE 1: WATCHING AND ASSESSING

Please go to the gallery of the riding hall. The horses will come in with different colored halters. First, watch the group as a whole. Then, after five minutes, choose one of the horses—that one, you are most interested in—and assess his behaviour and characteristics.

I am most interested in:

- Silver Calle Jon Lincoln

Behaviour and characteristics:

- | | |
|--|--|
| <input type="radio"/> aggressive | <input checked="" type="radio"/> defends himself |
| <input type="radio"/> shy | <input type="radio"/> defends others |
| <input checked="" type="radio"/> childish | <input type="radio"/> avoids others |
| <input type="radio"/> cautious | <input type="radio"/> tensed |
| <input type="radio"/> playful | <input type="radio"/> relaxed |
| <input type="radio"/> impressing | <input type="radio"/> purposeful |
| <input checked="" type="radio"/> looking for contact | <input type="radio"/> |
| <input type="radio"/> provoking | <input type="radio"/> |
| <input type="radio"/> dominating | <input type="radio"/> |

What do you think is the pecking order?

- 1.
- 2.
- 3.
- 4.

EXERCISE 2: FACE TO FACE WITH HORSES

In this seminar we are always working with symbols and metaphors. Please try to interpret the symbolism and transfer it into your business situation.

The group of horses symbolizes:

The flag symbolizes:

The rings symbolize:

Please write down in few words your impression of how the person in the exercise behaved. How did the whole situation affect you?

EXERCISE 3: LEADING AND BEING LED

Leading could result in following by free will.

This exercise looks very simple: close to each corner of the arena stands a pillar.

Each participant individually leads the horse pass the first pillar, around the second one, pass the third and again around the fourth one.

- You may hold the rope as you like: short or long, loose or tight.
- Gripping the halter is not allowed.
- Hitting the horse is not allowed.

Write down your impression of each round (of your's, too), but only with a short, spontaneous remark ("one-word-feedback").

EXPLANATION MODEL

This seminar is an experimental seminar. You will learn by experimenting and experiencing.

We do not want to teach you anything and we do not want you to learn any “tricks”. Instead we would like to give an opportunity to recognise what is most important to you and to take that home with you.

The visual result through the medium horse is not “THE TRUTH”. You might make use of it or you might not.

Look at your findings as one of several truths—like DDr. Fritz Hendrich the international renowned management trainer and author of the German book “Horse Sense” in his previous book “The 4 energies of leadership” describes:

“Typologies, categories, metaphors are not to be judged to be true, but to be suitable to make clear differences and common grounds and to create understanding for correlations and opposites. As images they are only one of several 'truths' for the reality behind them.”

EXERCISE 5: DISTANCE AND NEARNESS

Picadero

In the picadero you are in an area which for the horse represents a kind of intimate zone. You hold a flag in your hand that you use as a "leading instrument". You want to have the horse moving in a circle around you. You have to feel intuitively how much pressure you have to put on the horse.

By sending the horse around you, you want to create distance and respect, not fear.

When you think it's the right moment to get from distance to nearness, you take the pressure off the horse by dropping the flag behind you.

Notice what happens: the horse might stand still or even come to you. Now hook the horse and let it follow you through the picadero without pulling the rope.

EXERCISE 6: GOALS AND BARRIERS

Please note down your personal goal or your business goal:

Please note down three obstacles on the way to your goal:

1.

2.

3.

EXERCISE 6: GOALS AND BARRIERS

The practical part of this exercise is about becoming aware of how important it is to be clear about your goal in order to overcome obstacles.

The task is to define a goal for yourself and the horse. Either:

- lead the horse to the plastic tarpuline and let it smell it, or
- lead the horse over the plastic tarp, or
- stand together on it.

Please chose a horse and determine the goal before starting the exercise.

META-FEEDBACK OF THE HORSES

Please think for a moment back to your horse exercises. Regarding the four indicators below, what feedback did you get from the horses? Please mark (with a capital H) from +3 to -3.

Horse-Meta-Feedback:

true (+3 to +1) not true (-1 to -3):	+3	+2	+1	0	-1	-2	-3
You are always too compliant.							
Your authority is not accepted.							
You are criticized in terms of your style of leadership.							
You do not appear determined enough.							

INSIGHTS AND MOTIVATION

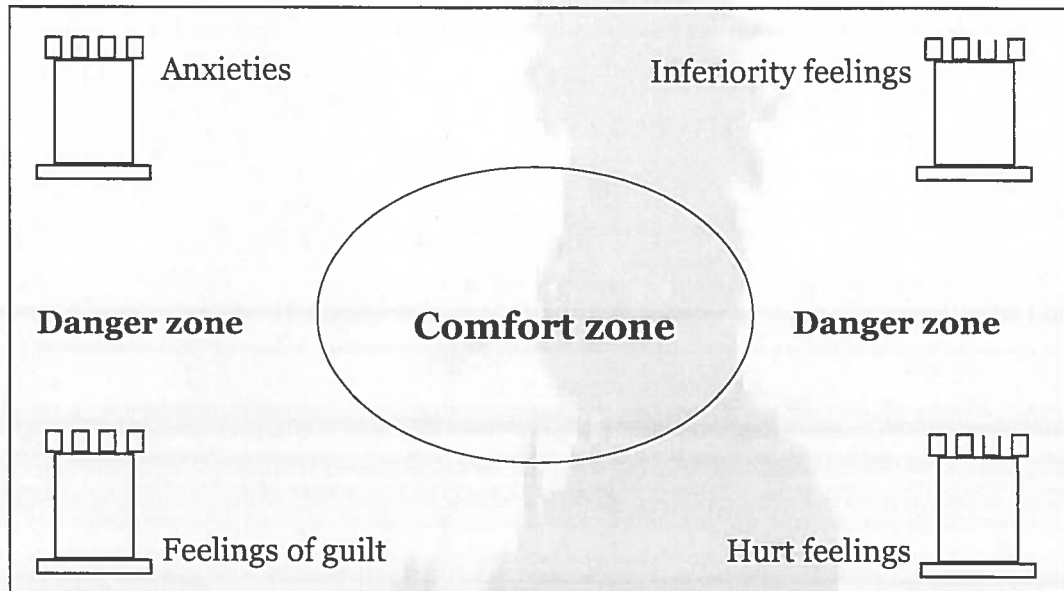
Please summarize your insights and motivation.
(We will share this.)



EXPLANATION MODEL

The model "comfort zone"

According to Dr. Hans Christian Altmann



The theory

If you always stay in your comfort zone and never leave it, it becomes smaller and smaller—until you are not longer able to "move".

If you leave your comfort zone and deal with all these dangerous feelings, your comfort zone becomes larger and larger and you are able to go further in terms of being creative and reaching the highest goals.

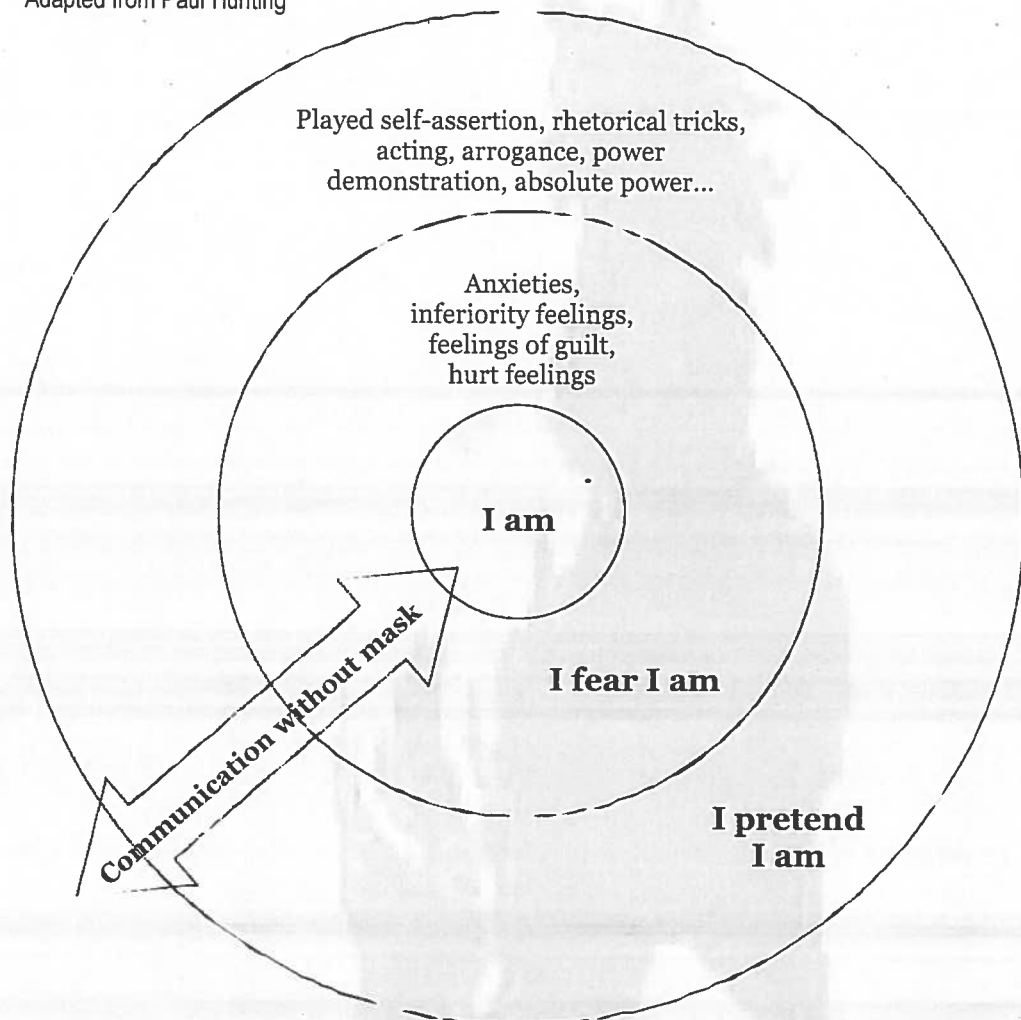
Our approach

As a leader, one of your most important tasks is to establish an atmosphere in your company, your department or your team, that enables everybody to leave his/her own comfort zone by free will.

EXPLANATION MODEL

The explanation model "horse and personality"

Adapted from Paul Hunting



The theory

When you are born, you are what you really are. Then you go through life building up two layers around your true self: all those feelings from outside your comfort zone make you feel afraid of what you are and you try to hide this layer behind a mask: you pretend to be someone else.

Our approach

Business communication takes place between the outer layers of each person. But the horse is ignoring this mask. The horse is even ignoring the inner layer. The horse is able to touch your heart and to communicate with your true self—in case you are willing to respond in the same way. The horse offers you the big chance to learn how to communicate without a mask, and you can try to find people around you to practice this kind of communication: for your own good, for the good of the others, and for the good of the company.

