



The Equus Experience

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Are you ready for a different kind of Experiential Training?
The last thing you need is to spend another day in a conference room!
How about a day outdoors with horses as your co-facilitators?

Renee has facilitated Equus Experiential Workshops nationwide with leadership and executive teams, nonprofit agencies and treatment programs, large corporations and small business, as well as workshops for individuals and couples open to the public.

2012-2017 Partial List of Equus Leadership Experience Clients

- TaylorMade-Addidas Golf Company, Carlsbad, CA
- Center for Discovery, San Diego, CA
- The American Institute of CPA's, NC, NJ, MD
- Sherriff's Department, Frederick, MD
- USMD Health Systems, Arlington & Ft. Worth, TX
- Wells Fargo, Colorado Springs, CO
- Sun Trust Bank, Atlanta, GA
- Forest Service, Aiken, SC
- Hispanic Chamber of Commerce, Scottsdale, AZ
- Mental Health Systems, San Diego, CA
- Christie's Place, San Diego, CA
- Family Health Centers of San Diego
- The International Motivational Interviewing Network of Trainers (MINT), Atlanta, GA

Why Horses?

Horses are prey animals and are constantly evaluating their environment for safety. Their lives depend upon intuition and communication. They seek unity among the herd. They communicate nonverbally, and resolve conflict quickly and effectively. Because they don't use language, they don't operate out of assumptions, hold grudges, or carry baggage like human beings. Horses will quickly inform us when our thoughts and behavior are incongruent, which gives us an opportunity to check in with ourselves and make shifts in our internal and external state. Lessons from the can take communication, leadership and teamwork to a new level.

Through a unique combination of horse feedback and coach guidance, participants will notice an immediate shift in the way they communicate and connect with themselves and others. Team members will uncover their unique strengths and style – and also discover ineffective patterns or places where they are stuck. Participants will create shifts in their patterns and leave knowing what it means ***to experience congruent leadership and teamwork and be able to communicate in a brand new way!***

Objectives:

- Have fun learning with colleagues outdoors and in nature
- Receive instant feedback from the horses about teamwork and communication
- Practice leadership and communication skills in a round pen with a horse
- Experience the concept of a 1-degree shift and how that changes your outcomes
- Participate in activities designed to positively impact cooperation, communication and clarity within a team

Contact Renee Sievert about designing a one or two-day event for you or your team.
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Sample Workshop Description:

Managers or team leaders meet with the facilitators to outline the desired outcome for the attendees. Pre-work is sent to attendees to gather a baseline assessment of what is going well and what could be improved.

During the workshop attendees have multiple interactive learning exercises that are specifically designed to highlight leadership skills, clear communication and roles among the team. The equine-assisted exercises support the development of effective shared leadership, collaborative partnership and team participation.

The morning sessions are designed to support individual exploration of leadership style, communication style, and creative competencies (1:1 experience with a horse). Individuals will practice congruent communication and learn to read non-verbal feedback and adjust responses to create different outcomes. These activities are directly related to how leaders and staff members come across to other members of the team and to clients/customers/community partners. This is an opportunity to practice and create a collaborative partnership on-the-spot.

The afternoon sessions focus on implementing the insights gained individually to create a powerful, effective and cohesive team. Staff will participate in smaller groups in the arena with horses to practice communication and teamwork. There are opportunities to witness how teams work together in an unfamiliar setting with a challenging task that includes non-verbal communication and horses.



The facilitators debrief the day and team members review how they showed up in the exercises, how that plays out in the work environment, and what they could do differently to communicate more clearly to create positive, effective team outcomes. The day ends with intentions being set (individually and as a group) to integrate the learning and practice of new skills moving forward.

Follow up debrief and ongoing coaching (individual or team) is available upon request to ensure long lasting positive outcomes.

Testimonials:

"It is amazing how immediate the feedback is from the horses (and the coaches); you will see amazing results in one day. I strongly encourage you to try this. Everyone on my team finds it the most valuable coaching and team building they ever received." ~ Colleen, Chief Operating Officer, Edison, NJ



"The Equus Experience was memorable, instructive, and life-affirming! I learned that uncertainty is opportunity, assumptions need to be questioned, and recognition of teamwork is essential." ~ Travis., Business Development and Communications Strategist, Washington, DC



"There were so many metaphors for life: Learning to lead gently; Building trust; Being in congruence; Being open; Connecting with others; Working together. The nonverbal interplay was amazing!" ~ Nancy, Behavioral Health Manager, San Diego, CA



"Step into a round pen with a horse and discover the leader within you." ~ Renee Sievert

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