



# Authentic Leadership through the Gift of Horses

## Overview

### Introduction

The Authentic Leadership through the Gift of Horses programme of USB Executive Development (USB-ED) is a two-day, experiential focusing exercise on you as a leader. Based on Equine Assisted Learning (EAL), experiential activities involving horses are used to create metaphors reflecting real life. Participants learn about themselves by interacting with the horses and then processing behaviours, feelings and behaviours.

#### Why horses?

- Horses are intuitive creatures, which can show us in an instant when we are fooling ourselves or when we are on the right track.
- As herd animals, which are tuned in to the slightest inconsistency in their environment, they mirror back to us inconsistent behaviour, which we may not have been aware of.
- Working with horses offers the unique experience of developing a deeper understanding of yourself, and how others perceive you, what motivates you, your adaptability and flexibility in changing situations, and your ability to lead.
- They have distinct personalities, attitudes and moods.
- An approach that seems to work with one horse, does not necessarily work with another.
- They like to have fun.
- Accomplishing a task involving a horse provides a wonderful metaphor when dealing with other intimidating situations in life.

### What sets this intervention apart?

Participants quickly experience that, in working with a horse, exerting power is not an option, and a job title means nothing. Leadership is explored through earning authority, demonstrating authenticity and gaining trust.

Through this programme, you will understand how your leadership style is perceived, by learning from other participants, as well as from a natural leader, a horse! Learning with horses helps build and strengthen:

- leadership skills
- self-awareness
- problem-solving and conflict resolution
- ability to set and honour boundaries
- anger management
- overcoming blind spots and non-verbal communication

### Past participants' comments

- USB-ED has taken training and development to another level with outstanding content and methodology. Truly recommended."  
- Juanita Marais, Supervisor, Vodacom (2009 participant)
- "This course was a real eye-opener. The reaction of the horses showed me how I am being perceived, different from what I believed."  
- Violet Lamda, Manager, Vodacom (2009 participant)
- "This training taught me that the size of the obstacle does not matter. It is my approach that will determine the outcome."  
- Phillip L. Liphapang, Production Manager, Pioneer Foods (2009 participant)

## Who

### Who should attend?

This programme is aimed at middle managers who are currently managing others, or who have the potential to manage others, or who wish to grow and develop their management abilities.

### Admission requirements

It is assumed that participants comply with the following requirements: English language competence at NQF level 4. Sufficient ability to read and comprehend learning material, write assignments and follow/participate in discussions on management issues.

### Faculty profile

Yolanda Sing

## What

### Content overview

Get away from the office, away from meetings, into an environment that is simply about a time that you will never forget! Classroom theory is immediately supported by one-on-one interaction with the horse, as well as facilitated discussion to encourage observation and reflection – to make the connection to the workplace.

- You will be provided with a pre Emotional Intelligence assessment. This will be followed up with a post Emotional Intelligence assessment, showing the changes that occurred as a result of working with the horse
- You will be given the opportunity to explore new ways of leading, which will result in increased self-awareness of your leadership style.
- You will receive authentic feedback on your leadership style from a natural leader.
- You will be able to practise your Creative Intelligence while working with other team members as well as the natural leader, the horse.

### NQF Alignment

This programme is presented on the complexity level of NQF 6.

## Benefits

### How would you benefit?

After completion of this programme, participants will have:

- articulated and practised qualities which they see as exemplifying a natural leader
- gained self-awareness and an understanding of how thoughts, emotions and the resulting behaviour impact on communication and relations with others
- improved leadership skills by analysing feedback from others, as well as an emotional intelligence assessment and feedback
- an understanding of the role they play in a team, and how they apply creative problem-solving and communication skills



# Authentic Leadership through the Gift of Horses

- the ability to describe the characteristics that distinguish the authentic organisation from others
- developed a personal action plan, based on their experiences and learning.

## Certification

On successful completion of the programme, participants will receive a certificate from the University of Stellenbosch.

## When & Where

### Date & Venue

CAPE TOWN (venue to be confirmed)

2 programmes (duration 2 days)

- 16 - 17 March 2010
- 8 - 9 September 2010

GAUTENG (venue to be confirmed)

1 programme (duration 2 days)

- 14 - 15 October 2010

Class times: 08:15-17:30

## Fees

### Fees

R5 500

Fees include programme fees, programme material, lunch and refreshments, and are payable before the commencement of the programme.

### Payment Policy

It is of utmost importance that USB-ED be formally notified in writing of cancellation 14 days prior to the commencement date of the programme.

A cancellation fee of 10% will be payable for cancelling fewer than 14 days prior to the commencement of the programme.

*Please note that programme fees and dates are subject to change.*

## Enquiries

### Contact person

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We have offices in Cape Town and Gauteng

