

Corporate Development Programme



h.e.a.l.



Equine Assisted Development

*What we hear we forget, what we see we remember, but what we experience
we understand*

In the wild horses are animals of prey. To survive they must be acutely aware of their surroundings at all times and also have the ability to accurately assess the level of threat posed by anything approaching them. Through the generations this has equipped horses with an amazing ability to read the behaviour of other animals. Within the herd they can communicate clearly and efficiently which improves their individual and group safety. When horses interact with people they react to how we feel and not how we appear.

This is the beginning of the pathway to develop personal/group communication. The journey takes us through a process of recognising how we are, the desire to change and finding ways of resolving issues.

EAD engages individuals and groups in activities using horses. These focus on specific personal skills such as communication, confidence, leadership, listening and co-operation. Goals are set by the client such as team building, resolving leadership issues and creative problem solving.



h.e.a.l.

Equine Assisted Development

*What we hear we forget, what we see we remember, but what we experience
we understand*

THE EAGALA MODEL

The EAGALA Model provides a standard and structure for providing Equine Assisted Learning and corporate team building sessions. Practicing within a model establishes a foundation of key values and beliefs, and provides a basis of good practice and professionalism. The EAGALA Model provides a framework of practice, but within that framework, there are infinite opportunities for creativity and adaptability to the objectives of the corporate client.

The Team Approach – Equine specialists, a corporate psychologist and horses work together with clients in all our sessions.

Focus on the ground – No riding is involved. Instead, effective and deliberate techniques are utilised where the horses are metaphors in specific ground based activities.

Solution-Oriented – The basis of the EAGALA Model is a belief that all clients have the best solutions for themselves when given the opportunity to discover them. Rather than instructing or directing solutions, we allow our clients to experiment, problem solve, take risks, employ creativity and find the solutions that work best for them.



h.e.a.l.

Equine Assisted Development

*What we hear we forget, what we see we remember, but what we experience
we understand*

MEET THE TEAM

Lucinda Carney

Occupational Psychologist

Lucinda has a background in corporate learning and development and is an occupational psychologist. Lucinda has found that sharing an appropriate psychometric or business model and using that to debrief the learning around each exercise provides a heightened level of understanding. This is essential in the transfer of the learning experience back to the workplace. The tools which can be applied to equine assisted development include:

- SDI, Insights, Prism or Belbin
- Firo B, OPQ, 16PF or MBTI
- Situational Leadership or Tuckman



Equine Assisted Development

*What we hear we forget, what we see we remember, but what we experience
we understand*

MEET THE TEAM

Gordon Cameron

Educator/Equine Facilitator

Gordon has been around horses all his life and appreciates their therapeutic value. He worked as a professional actor for 15 years having qualified with a Diploma in Dramatic Art in 1988. As an actor he enjoyed improvisation. "Improvisation within the acting world may have similarities to the EAGALA model. It is experiential, automatic, take it as you see it, truthful and of the moment. It helps you think outside the box. Sometimes we can get stuck in a particular pattern of behaviour and we have seen how horses can help to change this." Gordon has run a multidisciplinary physiotherapy clinic with his wife and works with a team of 12 professional practitioners. This has given him the experience of communicating and observing people. Gordon qualified as an EAGALA facilitator and enjoys working as part of the team.



h.e.a.l.

Equine Assisted Development

*What we hear we forget, what we see we remember, but what we experience
we understand*

MEET THE TEAM

Sarah Cameron

Educator/Equine Facilitator

Sarah has been around horses all her life and in addition to her equine interest, she has been a chartered physiotherapist for twenty four years and has run her own multidisciplinary clinic for the past fourteen years along with her husband. Working as a physiotherapist and practice principal requires dynamic communication skills. Sarah uses motivational interviewing to help guide patients and staff to realise their strengths and aspirations and evoke their own motivations for change. Sarah works as a facilitator within a team, which includes horses and another professionals. H.e.a.l has produced very powerful metaphors for change, for both individuals and groups.



Equine Assisted Development

*What we hear we forget, what we see we remember, but what we experience
we understand*

MEET THE TEAM

Anne Bengé

Equine Specialist

Horses have played an important part throughout Anne's life. She rides and competes professionally, predominately within dressage and is currently a freelance riding instructor. Anne has significant experience in understanding horses and this, combined with the EAGALA training, has developed her keen interest in observing how horses' behaviour can reveal what people around them are feeling. During her working life she has established, developed and run a livery yard of twenty horses. Her corporate experience has included a career in marketing in the Swedish international company SCA. Anne's combined experience of both the business and equine world make her a very experienced and knowledgeable EAGALA facilitator for both groups and individuals.



Equine Assisted Development

*What we hear we forget, what we see we remember, but what we experience
we understand*

MEET THE TEAM

The Horses

We currently have 7 horses available. All have been coached to the highest standard by the team.





Equine Assisted Development

THE PROCESS

Investigation

- Meeting held to establish needs and objectives utilising our in-house occupational psychologist
- Alternatively the client could use their own internal source
- After the initial objective setting, the course will be designed to meet these objectives
- Preparation and outline of programme and client approval

Delivery

- Planning co-ordinator to liaise with client on final programme
- Details including health and safety instructions to be given to clients and delegates for sign off on the day
- Planning co-ordinator to review venue prior to the course
- Planning co-ordinator to oversee the delivery of the programme in compliance with the laid down objectives

Follow up

- Feedback questionnaire to be completed at the event
- Follow-up session with the client available on request
- Discussion with the client to determine success of meeting the planned objectives



Examples of Team Building Topics

1: Relationship Awareness

Objective: We are all different and need to understand the other members of the team. In a team there are those we hit it off with straight away and those who we feel distant from. This experience is to forge relationships and make the team more effective.

Q&A Session: Use the session to enable the delegates relate the experience to relationships that they have in the work environment.

2: Managing Conflict

Objective: Conflict “costs” the business in time, effort, money and interpersonal relationships which can build up over a period of time. This experience is to understand and anticipate conflict and discuss ways to identify and prevent it.

Q&A Session: To understand conflict and how it impacts on the individual and team performance.



Examples of Team Building Topics

3: Are we a group or a team?

Objective: To identify the differences between a group of individuals and a team working together.

Q&A Session: To understand the benefits of operating as a team.

4: Common Goals – Competitive vs Collaborative

Objective: We are all working for a common set of goals and need to support each other to achieve these objectives.

Q&A Session: To explore the different ideas and values of the individual members of the team. This lends support when competitive influences take charge of the team ethos.



Contacts

Gordon Cameron
Anne Benge
Directors

Hertfordshire Equine Assisted Learning Limited
Green Barn Lane
Green Lane
Flamstead
St Albans
Hertfordshire
AL3 8BD

Telephone; 020 8133 4582
Anne Mobile; 07721 451577
Gordon Mobile; 07891 182340