



TEAM DEVELOPMENT

A powerful and innovative approach to develop team and leadership capability

OUR PROGRAMMES

Our programmes offer the opportunity to learn, practise, refine and develop as a team - in the moment.

We take an evidence based approach underpinned by research and proven theories about what makes successful teams.

We create a safe environment where teams can move out of their comfort zone and move from knowing to doing through a cycle of insight, reflection and action. This enables learning to be quickly translated to skills and behaviour.

Some examples of how we have supported our clients are:

- Building trust in new teams
- Leading teams through transition
- Creating effective executive boards
- Enabling team collaboration in matrixed environments



THE EXPERIENCE

Team's work with horses to complete challenges (on the ground non ridden) creating a memorable and bonding shared experience.

Through their interactions with the horses the team will have a mirror held up to how they function as a team. The instant, honest and accurate feedback in the moment addresses the core of issues quickly, powerfully and effectively. They will be coached to explore what is happening and the impact it has on how they function as a team.

Using our bespoke 'team wheel' approach the team will identify tangible actions that will enable them to collaborate more effectively and drive performance.

The team will have the opportunity to practise the new behaviours in a safe environment. They will be coached to move from 'knowing' what a successful team needs to do, to 'being' and 'feeling' a successful team.

TEAM OUTCOMES

Alignment: working with shared purpose

Relationships: trust, connection and communication

Emotional intelligence: awareness of individual impact and team dynamics

Honest conversations: feedback, challenging decisions and ideas

Accountability: commitment to actions

Team learning: learning from mistakes and collaborating

Team agility: embracing change and driving innovation



WHY LEADCHANGE

Equine Facilitated Learning (EFL) specialists.

We are qualified EFL coaches practised in delivering programmes with horses to businesses.

Proven approach. LeadChange have been delivering innovative development programmes that support leaders and teams to thrive in their environment since 2002.

Credible and Professional. Programmes are psychologist led and grounded in research. Our facilitators are professional Learning & Development practitioners experienced at working with senior leaders and c-suite.

More than horses. LeadChange combine experiential learning with a variety of evidence-based development interventions e.g. coaching, psychometrics and 360's. This means we deliver bespoke programmes that combine high impact insights and create sustainable change.

Geographically flexible. We work at locations across the UK, and internationally, which are convenient for our clients. All venues have indoor arenas so we are not affected by weather.

WHY WORKING WITH HORSES IS SO POWERFUL

Horses are adept at picking up and responding to human intention and non-verbal communication. They sense and respond to subtle cues in our behaviour and therefore provide instant, honest and accurate feedback in the moment – creating experiences which get to the core of issues quickly, powerfully and effectively.

Real-play, not role-play. When we role-play it can be hard to behave authentically in what is clearly not a 'real-life' situation. Horses are authentic beings and interacting with them is for real. A horse has a choice in how it responds; this gives participants the opportunity to test how well they create trust and connection.

Instant, honest feedback. Horses are imposing creatures, each weighing around half a ton. Their size and physical presence magnifies the feedback they provide. Our programmes will take participants out of their comfort zone and will challenge them in unique ways; all in an environment where it is safe to experiment with different approaches.

Non-judgmental practice. Demonstrate real leadership and horses will cooperate and follow; but they do not judge when we fail to lead. Honest feedback without judgment is a rare commodity, one that brings deep insight to workshop participants.

No agenda. People often run agendas for others, particularly in the workplace. Horses do not ask us to change – but they do let us know very clearly whether our behaviours are achieving our desired outcomes. Participants will receive feedback in a way that creates personal accountability.

Authenticity. Participants find that when they connect with their authentic selves and communicate from that place, horses are amazingly responsive. When the (human's) thinking, judging brain comes into play, horses respond by disengaging from the interaction. This enables participants to develop an authentic leadership style.

Peer to peer coaching. The format includes peer-to-peer coaching which enables deeper reflection and collaborative problem solving. This strengthens understanding and therefore relationships within the team. This approach provides a real-life situation in which participants can practise their coaching and feedback skills.

Strengthening bonds. Participants work deeply and vulnerably with one another, building trust and strengthening the bond between them, creating the foundations of a strong and supportive team.

