

## What is EAL?

Equine-Assisted Learning (EAL) is an effective approach to human and leadership development through the eyes of the horse. It is a proactive approach to empowering the individual through group interactive exercises with a focus on, "everyone matters."

### Herd structure and it's survival are much like business today.

- there is only one way - the straight line of integrity;
- everyone counts & everyone needs to know they count;
- mutual respect leads to mutual trust;
- natural leaders bring out the best of everyone, everywhere;
- legitimate self-confidence is a winner - the true test of self-confidence is the courage to be open and forthright;
- engaged workers are more productive.



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**EAL** is an effective motivator.

**EAL** programs provide an exciting and engaging learning environment.

**EAL** has proven to be effective, powerful, interesting, exciting, positive, educational, and creative. This particular building block style, helps individuals better understand the role they play, their effectiveness and their value, as they participate in exercises designed around the true nature of the horse. We call it, "Using Horse Sense."

*Little Oasis' EAL programs will  
provide you with the keys  
to positively influence your leaders  
behavior and teams potential.*

**Reserve your space today.**

## LEADERSHIP Beyond the Boardroom

*A powerful approach to the development  
of strong leaders & effective teams.*

The first nationally recognized certified  
Equine-Assisted Learning  
Building Block™ Program Series©

*Flaming enthusiasm, backed up by horse sense and persistence, is the quality that most frequently makes for success.*

- Dale Carnegie

## **LEADERSHIP**

### **Beyond the Boardroom**

*is a program series specifically designed to provide businesses with an innovative approach to the process of motivating individuals and developing strong leaders.*

When you think about the way you come across to those you work with, do you like what you see? Do others? While leadership is easy to explain, leading effectively is not easy to practice. Yet business relies on leaders whose behavior will positively or negatively impact those they oversee. Strong leaders are followed because they are trusted and respected rather than by the leadership skills they possess.

In every relationship, horses search for strong leadership, if they don't find it, they will make an effort to lead. Encouraging your leaders to lead confidently and fairly is a valuable asset.

It is said that strong leaders possess passion, determination, confidence, positivity, commitment and realize the importance of maintaining personal integrity, honesty, courage, sincerity, compassion and sensitivity. The horses will provide an opportunity for development, stimulate abilities and encourage innovative thinking for both the emerging and seasoned leaders.

### **SALES TEAMS, DEPARTMENT HEADS & LEADERS, EMPLOYEES, STAFF & PERSONNEL**

**will all benefit from the relevant skills horses force us to use in order to find success with keen observation, effective communication, active listening, and productive negotiation and conflict resolution skills.**



Horses are extremely sensitive aware of their surroundings and quick to react. For their mere survival, a wild horse must constantly be on guard. Nature provides them with instincts and senses that are very astute. They watch for the slightest movement, looking for threatening body posture. They know how to discern the difference between a calm non-threatening approach and anxious nervous energy. However every horse is different and teaches each participant something unique about themselves.

To understand how this process works, one must first realize how horses learn, understanding the rules of survival. In a horse's world the rules are clear, easy to understand

and challenges are dealt with swiftly and effectively. Horses don't carry grudges. Team work is a necessity to the survival of the herd, it is not only expected but respected. Horses respond favourably to positive stimuli, gaining trust and respect through herd training. They don't judge but they don't forget. Participants must earn their trust and respect. The horses provide honest and instant feedback, never allowing participants to cheat.

Horses are tough and steadfast dance partners and if participants are willing to listen, they can assist with guiding groups to becoming better individuals, team players and leaders. Learning to listen to what horses have to say is powerful and acts as the stimulus to individual change. By including horses in specially designed experiential exercises, equine-assisted specialists have proven repeated success to each participant's journey to self discovery and change.

**LEADERS MAKE THINGS HAPPEN...**

the horses make leaders think!

