



LEADCHANGE

EXPERIENCE THE DIFFERENCE

www.leadchange.com



Who are LeadChange

Innovative providers of leadership, team and individual development. We create powerful learning programmes, with horses at the heart, that take people out of their comfort zone and challenge them to think differently.

Equine Facilitated Learning (EFL) specialists. We are qualified EFL coaches practised in delivering learning 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, evidenced based 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. We work with venues that have indoor arenas so we are not affected by the weather.



What is Equine Facilitated Learning

There is a gap between theory and practice; between awareness and action; between what we know and what we do. We move from knowing to doing when changes take place at a deep neurological level - through insights ('aha' moments) which create complex new neurological connections.

EFL is a combination of interactions with horses (on the ground not ridden) and non-directive coaching in powerful learning experiences. Interacting with horses at liberty (not on lead ropes) demands the same qualities as effective leadership, creating memorable 'aha' moments of insight about your leadership and personal style.

Horses provide **instant non-judgmental feedback on 'how you show up'** holding up a mirror to your behaviour and impact and resulting in rapid personal and team development.

It is a **safe environment** to explore different ways of leading. Changes made are reflected back instantly in a dramatic and memorable way by the response of the horses.

A way to **gain deeper self-awareness** of the unconscious patterns that drive behaviour and impact, creating choice about 'how' and 'who' you want to be



**“Creating a connection creates
followership”**

TO HAVE A HORSE FOLLOW AT LIBERTY YOU MUST DEMONSTRATE TRUE LEADERSHIP

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 group. This approach provides a real-life situation in which participants can practise their coaching and feedback skills.

Strengthening bonds. Both the equine and classroom elements create the opportunity for working in groups to reflect upon and improve performance. Participants work deeply and vulnerably with one another, building trust and strengthening the bond between them.



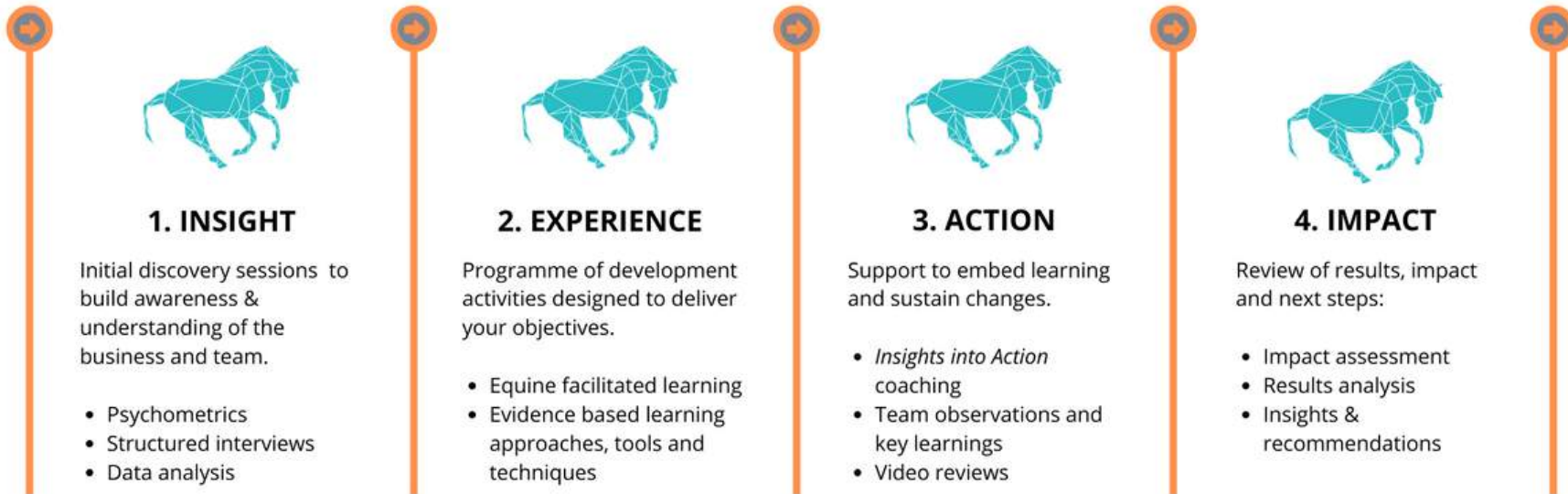
"If you want to create something in your team, you must first create it in yourself"

THIS LEADER WAS EXPLORING THE IMPACT OF HIS ENERGY

Our process: 4 simple steps to extraordinary results

We achieve our most **extraordinary results** when we work with organisations over a period of time to ensure the insights turn into action and tangible results. We mirror our experiential learning approach in how we engage with our clients - the best way you can understand the true impact of our work is by experiencing it yourselves. We ensure you have the opportunity to do this early in the process before committing to a full programme.

"Insight without action is untapped potential"



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A group of four men are working with a brown horse in an indoor arena. The man on the left is patting the horse's side. The man in the center is leading the horse. The man on the right is holding a wooden obstacle. The arena floor is covered in dark mulch. There are wooden logs and a yellow cone on the floor. The background shows a white wall and a corrugated metal roof.

“Leadership teams need to work in alignment to achieve their goals”

BUILD TRUST AND KEEP FOCUSED AND YOUR TEAM WILL FOLLOW THROUGH OBSTACLES

What our clients say

The most powerful learning experience I have had in many, many years . . . a truly enlightening moment.

Director, Motorola

A life changing experience. The impact on the team has been profound.

Sales Director, Servier Laboratories

The best day of leadership development I have ever experienced

Commercial Manager at Avidity IP

In 27 years of working in sales this is the first programme that has truly taught me something new about myself and made real impact on my sales capability

National Account Sales Manager, KorbondGroup

Leading a horse is just like leading people: you need to set a vision, be clear on objectives and engage effectively in order to get a great result.

Vice President, GSK





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Watch our experiences here

