



BUSINESS RETREATS

Immersive and innovative learning experiences away from work

www.leadchange.com

THE PROGRAMMES

We run retreats for business teams and leaders that are immersive and challenging. They facilitate deep learning with tangible outcomes for the individuals, and the business.

All our retreats are tailored to our clients' needs following consultation. We run retreats for leadership teams, business advisory groups, global teams who work remotely, and family businesses. Whether it's a team of 5 or 50. A unique learning approach, beautiful setting and exquisite food all combine to make an extraordinary and memorable retreat.

We like to deliver more than just an experience, and for that reason we will consult with clients to understand how learning is best supported pre and post retreat. This ensures the moments of insight reached in our retreats translate to sustained behaviour, change and positive impact for the business.



THE APPROACH

Our unique approach includes working with horses to create powerful and transformational experiences. Equine facilitated learning (EFL) allows participants to explore their emotions, and different self-management strategies in a safe environment.

EFL combines interactions with horses (on the ground – not horse riding) and coaching in powerful learning experiences, through which participants expand their self-awareness and resilience.

WHAT TO EXPECT

- Bespoke and evidence-based design by business psychologists
- Immersive approach that acts as a catalyst for change
- An opportunity to try new ways of leading in a safe environment
- Individual and team diagnostic tools to enhance insight
- Energising and playful approach
- Informal time together to strengthen relationships
- Tangible actions plans linked to business outcomes

OUTCOMES

- Increased awareness and understanding
- Openness and honesty
- Stronger relationships
- Regeneration and relaxation
- Focus and energy
- Strategic insight and perspective
- Greater trust from shared experience



WHY LEADCHANGE

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.

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.

More than horses. LeadChange combine experiential learning with a variety of evidence-based development interventions. 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.

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.

