

# Goal Oriented Training and Development Days



We offer training events utilising our horses to teach groups and individuals to improve their communication skills, build on their strengths, identify obstacles to effective collaboration and work on areas of communication that they wish to develop.

The training consists of a one - day intensive and experiential learning opportunity, facilitated by Louise Gillard-Owen, RGN, D/N Cert, Dip. Person Centred Counselling, Dip Addiction Studies and Sally Baker, BHSAI.

You do not have to have ridden horses before, but you will be asked to identify your own goals for the day, with the horse that you are allocated. We offer three different goal oriented training and development days as follows:

- **‘Groundwork Day’** – this does not involve riding but incorporates identifying individual and group goals. The facilitators will design tasks for you to work on with the horses that will specifically address these goals. The group will need to find ways of communicating to work as a team within certain parameters to achieve the task. Individual goals are achieved with the support of other team members, enhancing opportunities for development of self- awareness and of the dynamic within the group.  
**Don’t underestimate this training – it can be personally and professionally challenging - and equally rewarding.**

- **‘Working with new challenges’** – this training event builds on the individual and group learning achieved on ‘Groundwork Day’ **or it can be attended as a stand alone training day.** It involves similar groundwork tasks with the horses initially and following discussion, negotiation and agreement around individual and team goals, basic riding skills are offered. Why do this? The answer lies in communication, once again. Communicating with a horse on the ground is very different to communicating with one when riding and you will learn how you respond to challenges in a new way, not only for yourself, but as a member of a team.

Following the tasks, group discussion clarifies strengths within the group and individually – and areas that may need to be developed further. This training can be revealing in terms of issues such as stress and its management, risk taking behaviour, competition and support for group members.

**Again – prepare to be challenged – and supported, as you work with the issues that arise on the day.**

- **‘Positive Progress’** – this day takes the riding angle to a more advanced level and it is necessary for certain skills to have been successfully attained before enrolment. It follows a similar pattern to ‘Working with new challenges’ but focuses on assertiveness, self – awareness and discipline and how this ‘fits’ within the team in which you work. This is about recognising individuals’ strengths, valuing diversity and how to use this to the advantage of your area of work. This can sometimes reveal issues that you may be unaware of among the team – or have been unsure of how these can be approached. Because our courses work with issues in the moment, the training can be experienced as powerful and very effective.