

Strengthening Your Organization Through the Power of Horses

Improve Business Results through:

- > Building trust amongst teams
- > Refining conflict resolution skills
- > Enhancing levels of creativity
- > Developing effective leadership styles
- > Increasing employees' emotional intelligence



Horses Enriching Human Emotional Intelligence

In today's high-paced business world, nothing can hinder an organization's success more than poor group dynamics, ineffective teams, and weak leadership abilities. These shortcomings often lead back to employee emotional intelligence (EQ) blocks, showing up when work gets hard and relationships are strained—resulting in drama and less productivity.

There is no better way to address this than through the immediate feedback from

horses, whose partnership helps keep your employees, and business, on track.

Through horses people receive immediate and direct feedback relevant to the skills necessary for today's successful leadership and group success. Because a horses' social fabric is shared with humans, they provide valuable, real-time, healthy insight into group dynamics and roles, enabling people to make adjustments that help ensure more constructive

interactions and communications. And because horses are always asking "Are you in charge or am I", they teach leadership and EQ skills that goes beyond what's taught in business schools today.

Equine Facilitated Learning and Coaching (EFLC) is a growing field that approaches learning in an innovative, interactive, and effective way with long-lasting results— all done in a safe environment working from the ground.



Transforming Emotional and Social Intelligence

Research shows that emotional and social intelligence has emerged as core requirements for today's workforce, drawing upon non-cognitive indicators as critical and essential criteria for success. At EQnimity, we work with individuals and groups to transform these skills in real-time by partnering with horses.

With us, the latest strength assessment tools come to life through hands-on activities where the way in which people interact and react with horses is similar to that of their customer, peer, work group, and family. As individuals become more aware of how they show up to others and make the shift, then so do the horses, providing instant feedback that can lead to lasting change. The power of horses contributes to stronger leaders, better performing teams, and increased business results.



Emotional Intelligence is defined as:

- Knowing one's emotions; self-awareness
- Managing emotions appropriately
- Motivating oneself
- Recognizing emotions in others; empathy
- Handling relationships—the skills in managing the emotions in others

Contact info@EQnimity.com to learn more about customizing a program for your group or call 802.496.2730

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We're on the Web!
www.EQnimity.com

**All of our programs are customized
for your specific business needs.**

Equine Facilitated Learning Benefits and Uses

Business Benefits include:

- Cohesive teams that are built and maintained based on trust along with collective, yet diverse, strengths
- Improved employee engagement, creativity, and productivity
- New levels of understanding, co-operation, and partnership
- Decisive decisions and actions based on awareness and courage
- Employees' ability to resolve and gain agreement more quickly
- Expanded and inspired employee leadership
- Breakthroughs that increase the depth of emotional and social intelligence

Individual Benefits include:

- A clear understanding of their strengths as well as their peers
- Using the body effectively as a sensory and communication channel
- Moving beyond conditioned behaviors and thought through shifting mental patterns and increasing emotional agility
- Improved communications skills—verbal and non-verbal
- The ability to establish and maintain clear and consistent boundaries
- Building confidence in overall communication and authentic leadership skills

Ideal for:

Management Development, Teamwork, Communication, Environmental well-being, Cultural change initiatives, Organizations undergoing change, Building employee and management values, Customer-facing roles, Group and Executive retreats, and more!

Your Workshop Host



Janis Cooper, owner of EQnimity, spent 30 years in Fortune 500 companies including Digital Equipment Corporation, Compaq Computer and Hewlett Packard. Prior to starting her own business, she served as Vice President of Marketing for a \$2 billion global business unit at Unisys. For more than 20 years, Janis has led and coached employees across the globe, along the way leading collaborative, highly effective organizations through change, including mergers, re-organizations and evolving business environments.

Janis' leadership background, her passion for horses and helping people achieve their true potential led her to pursue a career in Equine Facilitated Learning and Coaching. She brings this training and business experience along with her leadership background together to offer a unique and impactful learning experience to individuals and businesses; one that has the ability to bring profound changes to the way people think and behave in their personal and professional lives.

Workshops are available in Waitsfield, VT with facilities for overnight group retreats, or in Johnson, VT. Workshops elsewhere in the U.S. can also be arranged. For more information or to schedule a workshop, contact us at 802.496.2730 or at info@EQnimity.com