

HORSES & COACHING FOR EXECUTIVES AND TEAMS



THE HORSE IS AT THE SERVICE OF PROFESSIONAL AND PERSONAL DEVELOPMENT

Horses & Coaching[®] is a coaching methodology with a horse which allows participants to measure and to enrich **leadership competencies and team efficiency**. Guillaume Antoine and Gerard Dorsi, horse experts, realised that equestrian principles could be adapted to the professional sphere. Their concept was patented in 1998 and is a precursor in **accompanying managers and teams**. Its specificity is to work with no tied horses. No knowledge or experience of horses is needed to enjoy the experience. The exercises will be done on foot, on the ground and are accessible to anybody.

This methodology is based on relationship fundamentals. It can benefit any team or manager who is willing to diagnose his/her relationship mode in order to identify room for improvement and to enhance individual and collective performance.



The session is facilitated by certified coaches, who will guide and support team and managers in a benevolent and confident frame.

With horse coaching, three dimensions are explored:

- **Nonverbal communication**
- **Good and fair authority**
- **Mutual trust** which is the **basis for sustainable collaboration.**

The horse perceives your **leadership and your communication** and enables **awareness** by giving you **direct and open feedback**: This approach based on observation, experimentation and adjustment helps you explore your emotional sphere and facilitates shifting perspectives and mindset. Thanks to it, you understand what is going on with relationships with others, and you develop and enhance new competencies.



WHY A HORSE ?

Horses are highly sensitive. **Like a perfect mirror**, they correctly reflect your actions and your true nature, not your words or conscious thought.

Horses' herd social organisation is **similar to a company's organisation**. Every horse has a specific competency which is necessary for the group's survival. The herd functions by respecting rules, rituals and territories, and relies on **nonverbal communication**. To survive, horses have no choice but **to cooperate**. The cooperation within the herd is the result of **clear and genuine communication, unambiguous hierarchic positioning**. Hierarchy and delegation allow the herd to achieve excellent performance, ensuring not only individual welfare but also **social or team cohesion**. Working with a horse will oblige us to be in the here and now.



IMPLEMENTATION OF THE HORSES & COACHING® METHOD

Individual level:

- In a one-off session.
- Within a coaching process, horse coaching can be planned at the end and at the beginning of the process to identify areas for improvement, raise awareness and measure progress.

Team level:

- For a **Team coaching** or a **Team Building**, a 1 to 1.5-day seminar can be planned around the horse combining experimentation, theoretical input, transposition and collective reflection. The horse provides a forum for exchanges, which enable mutual feedback and a chance to think about its modus operandi and its capacity to encourage collaboration, to apply the "right" authority and to communicate efficiently. These seminars enable team cohesion, providing an emotional and impactful experience, fostering collective and cooperative intelligence.



HOW ?

After a demonstration, you will be in contact with a horse, safely, under the watchful eye of a horse coach. You will have to make a request and you will immediately measure the quality of your leadership communication. After every experience, the horse coach will help you analyse the experience and transpose it to your professional situation in order **to identify areas for improvement** and define an **action plan**.

ADDED VALUE

- Develop self-awareness
- Increased confidence in leadership ability
- Improve authentic communication
- Develop cohesion between team members
- Take into account the emotional dimension
- Develop interpersonal relationship

“Operational efficiency depends on interpersonal relationship quality”

A. Chapuis

INSCRIPTION
AND INFORMATION

CATHERINE MOUTON

TEAM & EXECUTIVE COACH

EXPERT IN CO-DEVELOPMENT



member of



- 📞 +34 608 832 391
- ✉ catherine.mouton@careercoach.fr
- 📱 catmouton
- 🌐 catherinemouton.com