



HORSE-POWERED LEADERSHIP

LEADERSHIP DEVELOPMENT
WORKSHOPS FOR TEAMS

CORPORATE GROUPS | ORGANIZATIONS

WHY CULTURE AND LEADERSHIP MATTER

According to Gallup, just 33 percent of American workers are engaged by their jobs. Fifty-two percent say they're "just showing up," and 17 percent describe themselves as "actively disengaged"¹; therefore, most employers have a lot of work to do to unlock the full potential of their workforce.

"A strong organizational culture can clearly differentiate a business from its competitors. Companies that align culture with business have 58% more growth and 72% more profitability. Firsthand experience has taught me how culture and business strategy go hand in hand, and I look forward to sharing how culture is a key enabler of the business."

Amy Cappellanti-Wolf

Chief Human Resources Officer, Symantec

"Developing A High-Performance Culture That Enables Your Company To Grow and Thrive"

¹ 2019 Society of Human Resource Management Conference





TEAM WORKSHOPS

WHY MUSTANGS?

Horses – and especially mustangs – are incredibly sensitive, large, non-predatory animals living in wild herds. They develop highly-attuned, dynamic social systems in order to survive harsh conditions, with the well-being of the herd as top priority.

Because of these elements, and their remarkable adaptability with humans, horses can provide unbiased and powerful feedback for human truths.

Wild Horse Mountain Ranch is a 30-minute drive from downtown Portland, where Jesse facilitates leadership workshops for teams with the help of gentled mustangs,

all of whom are rescue horses from the Oregon BLM.

Without any riding (all ground work), client-horse exercises can bring about profound transformation in the areas of clarity, confidence, power, and integrity.

In practicing the power of partnership, we believe in honoring the horses as they deserve. So, for every workshop we conduct, 40% of the fee goes back into the operating costs at Wild Horse Mountain Ranch. An additional percentage of your team's booking fee contributes to our yearly scholarship workshop for a local underserved group.

CUSTOM EQUINE WORKSHOPS FOR TEAMS

POSSIBLE SKILLS AND OUTCOMES

GROUP OUTCOMES

- **COMMUNICATION SKILLS:** Efficiency, active listening, assertiveness, and translating emotional messaging into win-win solutions
- **COHESION:** Deeper and broader understanding of individual needs, preferences and communication styles, strengths, and personhood in the context of advancing as a team
- **RESILIENCE:** The ability to triumph in group-oriented and individual challenges
- **CREATIVE PROBLEM-SOLVING:** Increased ability to work together and persevere through novel challenges under productive pressure
- **MOTIVATION:** Clarity of vision and alignment of workgroup strategies and business objectives, with a focus on employee engagement
- **FUN/PLAY:** Building connection, energy, and creativity. Integrate play and productivity.





CUSTOM EQUINE WORKSHOPS FOR TEAMS

POSSIBLE SKILLS AND OUTCOMES

INDIVIDUAL OUTCOMES

- **UNCOVER HIDDEN STRENGTHS:** Immersing yourself in the social intelligence of horses allows for a more dynamic understanding, and thus, reframing of personal potential.
- **CONFIDENCE:** Leaders who partner successfully with a 1200-pound animal step into immediate and transferable confidence.
- **ASSERTIVENESS:** Reflect on personal assertiveness and ways to improve communication in the workplace.
- **CREATIVITY:** The willingness to break problem-solving boundaries and try something new, bold, unconventional, and when needed, uncomfortable.
- **SELF-AWARENESS:** Know yourself and how your intercultural development is maximized and championed within a group.

CREATING A CUSTOM EQUINE WORKSHOP

AN OUTLINE FOR TEAM LEADS

I

INITIAL INTERVIEW: CREATE THE EXPERIENCE YOUR TEAM NEEDS

Begin with a 60-minute call with Jesse, providing in-depth information about your team, its membership, and the primary goals, outcomes, and skills you would like it to pursue in our workshop.

II

TEAM SURVEY: SOCIOMETRY OF YOUR TEAM

After the initial interview with the team lead, Jesse will send an online survey custom-designed for you and your team to help round out the plan for the workshop. Responses should take 3-5 minutes to complete and provide personal and confidential input from every team member. Typically we look to measure a mix of individual priorities and group priorities, alongside individual motivation, readiness, and self-perception of each group member.

III

SELECT HALF OR FULL DAY WORKSHOP

We will collaborate on the best fit for your team based on your needs, budget, and time.

IV

INTEGRATION

A 30-minute follow-up coaching call is offered to help integrate and apply individual/group learning outcomes for each participant.

CREATING A CUSTOM EQUINE WORKSHOP

AN OUTLINE FOR TEAM LEADS

SAMPLE HALF DAY WORKSHOP

9:45 am	Welcome & Agenda Overview
10:00 am	Introduction of facilitators, orientation to the property, outline of workshop process and equine safety procedure.
10:15 am	Group Warm-Up : Includes exercises supporting presence, awareness, and an intro into group dynamics.
10:30 am	Equine Exercise : Team members complete a partnership 'task' with horse(s) while receiving immediate feedback in the form of coaching and insight.
11:15 am	Group Integration : What are you learning about yourselves as a group? What feels most relevant to explore in the next exercise given the group's goals?
12:00 pm	Break : Snack food and drinks provided
12:15 pm	Equine Exercise : Building from the morning session, group members explore a second exercise designed to broaden and deepen leadership skills.
1:00 pm	Group Integration : What skills, awareness, and insights can each person take back in application to their work environment? What can the group apply to continue progressing?
1:45 - 2:00 pm	Closing

CREATING A CUSTOM EQUINE WORKSHOP

AN OUTLINE FOR TEAM LEADS

SAMPLE FULL DAY WORKSHOP

8:45 – 9:00 am	Welcome & Agenda Overview
9:00 – 9:15 am	Introduction / Orientation : See half day schedule for details
9:15 – 9:45 am	Group Warm-Up : See half day schedule for details
9:45 – 11:00 am	Equine Exercise : See half day schedule for details
11:00 am – 12:00 pm	Group Integration : Skill-building, feedback, discovering leadership strengths, creating vision for afternoon goals.
12:00 – 12:45 pm	Lunch Break : Food and drinks provided
12:45 – 1:00 pm	Re-organize goals, skills, task for afternoon session
1:00 – 3:00 pm	Individual/Partner Equine Exercise : Individual round-pen sessions with group observation/debriefing built-in
3:00 – 3:15 pm	Break
3:15 – 4:00 pm	Group Equine Exercise : Curated to integrate and challenge learning and goals from the day.
4:00 – 4:45 pm	Group Integration — Planning for application of individual and group achievements, insights, and new skills.
4:45 – 5:00 pm	Closing

CREATING A CUSTOM EQUINE WORKSHOP

AN OUTLINE FOR TEAM LEADS

FEES – PRACTICING PARTNERSHIP

Fees per participant include initial interviews and optional follow-up calls.

It is recommended that team leaders participate in the activities in order to maintain the integrity of the group structure and maximize group outcomes. If we determine that the participation of supervisors is not in alignment with the team's goals for the session, they are welcome to play an observer role at no cost.

HALF DAY WORKSHOP	\$395 / Participant
FULL DAY WORKSHOP	\$695 / Participant

- 20% deposit required to secure the workshop date (refundable outside of 30 days before confirmed workshop date)
- Remaining balance due day of the workshop
- 501(c)(3) tax-deductible receipt provided

INCLUSION/ACCESSIBILITY

Wild Horse Mountain Ranch is committed to making activities inclusive for all abilities. Please inquire with requests for accommodations as part of our program design for you.



ABOUT JESSE

TRAINING, CONTEXT & APPROACH

Jesse Johnson is the lead facilitator and draws on 19 years of experience in both the coaching and counseling fields to facilitate transformation through creative games, challenges, and techniques assimilated from both the world of competitive sport and of holistic counseling.

Current and past clients include individual leaders and teams from Nike, Amazon, Adidas, and various non-profits.

After earning his MA in Transpersonal Counseling Psychology from Naropa University (2008), Jesse moved to Portland, Oregon to simultaneously open a private

counseling practice, and become an Assistant Coach and Recruiting Coordinator for the men's cross country/track program at the University of Portland (2009-2015).

Jesse has trained in the Hakomi method at the META Institute in Portland, Oregon. He currently has a partnership with master horse trainer and equine facilitator, Stacey Harnew-Swanson, owner of Wild Horse Mountain Ranch in Sherwood, Oregon and is an Apprentice under world-renowned Equine Learning instructor, Linda Kohanov.

ABOUT STACEY

WILD HORSE MOUNTAIN MUSTANG RESCUE A 501(c)(3) NON-PROFIT ORGANIZATION

Stacey Harnew-Swanson owns and operates Wild Horse Mountain Ranch, a non-profit organization in Sherwood, Oregon that rescues and gentles wild mustangs.

Wild Horse Mountain Ranch offers an abundance of programming that includes natural horsemanship, modern equine therapy for youth with special needs, and community enrichment events, both with and for the horses.

Stacey draws on 30 years of teaching the spectrum of pre-school aged children to adults and holds a Masters in Curriculum and Design

Education. She has worked for years writing curricula for art museums and educating teachers on how to enrich their classroom instruction using art practices.

Stacey has been working and teaching with Mustangs since 2005 and is the President of the Kiger Mesteno Association and is also a Bureau of Land Management (BLM) Wild Horse Compliance Inspector.

She holds a certification through the Professional Association of Therapeutic Horsemanship; the largest international equine teaching association.





WANT TO CREATE A CUSTOM WORKSHOP FOR YOUR TEAM?
BELOW IS AN INVITATION FOR YOUR COMPLIMENTARY
45-MINUTE CULTURE CONSULT CALL WITH JESSE.

SCHEDULE NOW

JESSE JOHNSON, MA, LPC

EQUINE LEADERSHIP FACILITATOR & COACH

503.504.0941 | JESSE@SUPERGIVERS.COM

SUPERGIVERS.COM

FOR MORE INFORMATION ABOUT WILD HORSE MOUNTAIN
RANCH AND ITS MANY PROGRAMS



STACEY HARNEW-SWANSON

OWNER - WILD HORSE MOUNTAIN RANCH

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