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# WHAT EXACTLY IS

## Equine-Assisted Learning ?

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Equine-Assisted Learning (EAL) is an effective approach to human and leadership development through the eye of the horse. It is a proactive approach to empowering the individual through group interactive exercises with a focus on, "everyone matters".

Herd structure and it's survival is much like business today.

- there is only one way - the straight line of integrity;
- everyone counts & everyone needs to know they count;
- mutual respect leads to mutual trust;
- natural leaders bring out the best of everyone, everywhere;
- legitimate self-confidence is a winner - the true test of self-confidence is the courage to be open and forthright;
- engaged workers are far more productive, disengagement compromises the groups survival;
- never underestimate the power & ability of the "little guy".

The Cartier's EAL programs provides participants with an opportunity to *engage* in team emphasized exercises, while doing so, find themselves learning valuable skills in a fun and exciting atmosphere while working through the dynamics of horses.

EAL is an innovative approach that has proven to be the stimulus of respectful relationships and active involvement. It not only fits naturally into the *process* of developing strong leaders; it works as an effective motivator, while in turn, increases productivity.

EAL has proven to be effective, powerful, interesting, exciting, positive, educational, and creative. This particular building block style, helps individuals better understand the role they play, their effectiveness and their value, as they participate in exercises designed around the true nature of the horse. We call it, "Using Horse Sense".

Leadership development is considered the process by which individuals unite to strategically engage in a course of action with an agreed upon objective. The Cartier's EAL programs will provide you with the keys to positively influencing your leaders behavior and teams potential.

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Where horses  
do the teaching . . .



## We Welcome

this opportunity to introduce you to the Cartier Equine Center's Certified Equine-Assisted Learning

**BUILDINGBLOCK™** Program Series®.

**LEADERSHIP: Going Beyond the Boardroom** is a program series specifically designed to provide businesses with an innovative, yet practical approach to the process of motivating individuals and developing strong leaders.

When you think about the way you come across to those you work with, do you like what you see? Do others? While leadership is easy to explain, *leading effectively* is not easy to practice. Yet business relies on leaders who's behavior will positively or negatively impact those they oversee. Generally speaking, strong leaders are followed mainly because they are trusted and respected rather than by the leadership skills they possess.

In every relationship, horses search for strong leadership, if they don't find it, they will make an effort to lead. By knowing the true nature of the horse, the Cartier Equine Learning Center has specifically designed this program series that will provide your leadership team and those they lead with this unique experience.

It is said that a strong leaders possess passion, determination, confidence, positivity, commitment and realize the importance of maintaining personal integrity, honesty, courage, sincerity, compassion and sensitivity. The Cartier horses will provide an opportunity for development, stimulate abilities and encourage innovative thinking for both the emerging and seasoned leaders.

LEADERS MAKE THINGS HAPPEN . . .  
*the horses make leaders think!*

Cartier Equine Learning Center

where horses do the teaching!

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# Cartier Equine Learning Center

presents

## LEADERSHIP: Going Beyond the Boardroom



a practical approach  
to the development of  
strong leaders

The first nationally recognized certified  
Equine-Assisted Learning

**BUILDING BLOCK™** Program  
Series®

## How Can My Business Benefit . . .

### **SALES TEAMS**

Communication is at the heart of every sales department's success. Through the Cartier horse's extreme sensitivity, participants will find a new awareness and respect for the power of communication.

### **DEPARTMENT HEADS and LEADERS**

Strong leaders possess passion, determination, confidence, positivity, commitment and realize the importance of maintaining personal integrity, honesty, courage, sincerity, compassion and sensitivity. Exercises are designed to bring out and fine tune these qualities as individuals work with the reflective and transparent nature of the horse.

### **TEAM BUILDING**

Horses seek to find trusting and respectful leadership when charged to interact and a team's success depends on respectful relationships. Therefore, when assigned to work through a task, horses will immediately pick up on the internal stress that individuals try to hide but negatively impacts productivity. The relevant skills horses force us to use in order to find success: keen observation, effective communication, active listening, productive negotiation.

### **EMPLOYEES, STAFF and PERSONNEL**

Two facts: (1) productivity is a key element to a successful business of any size and (2) re-training is costly and impacts more than just the position held. Companies that motivate their workers find up to 50% increase in productivity and 60% reduction in turnover than companies who don't invest in their workers. The Cartier's EAL's program series has proven to encourage workers to take a vested interest in their job by "getting engaged" and clearly identifies the value of "every worker's position".

### **NEGOTIATING CONFLICT SERIES**

Conflict is a natural occurrence in every work environment but sometimes goes deep enough to undermine a team's effectiveness. Before a situation becomes terminal the Cartier's have found they can positively impact many awkwardly difficult circumstances. Horses are innately astute and immediately identify anxious, aggressive and nervous energy. This unique ability provides an experienced facilitator with a number of skill based options. Superseding an incident at the moment the horse identifies the source of contention or facilitating the conflict as it runs it's course are two possibilities; another comes by learning to respect each other for the value we bring to the position we hold.

**The bottom line . . . EAL WORKS!**



## Equine-Assisted Learning Programs

Participants work through a specially designed building block curriculum, formatted for each to work on their team building skills, known in the horse world as, "becoming herd savvy". As they learn how to put aside "the manure" that typically block a team's overall productivity, each group will become more successful throughout each course. The Cartier's EAL facilitators break down, how to identify specific communication components to compliment each participant's individual strengths for the betterment of their team. Thus, working toward effectively functioning as a one unit.

The Cartier's equine-assisted learning programs have the ability to be a powerful journey of learning and understanding. Horses in this program are powerful teaching tools that immediately respond to what the participant is doing. Trained facilitators watch for "teachable moments" that horses identify.

The single most asked question is why are horses used? Horses are extremely sensitive aware of their surroundings and quick to react. For their mere survival a wild horse must constantly be on guard. Nature provides them with instincts and senses that are very astute. They watch for the slightest movement, looking for threatening body posture. They know how to discern the difference between a calm non-threatening approach and anxious nervous energy. However every horse is different and teaches each participant something unique about themselves.

"To understand how this process works, one must first realize how horses learn, understanding the rules of survival. In a horse's world the rules are clear, easy to understand and dealt with swiftly if challenged. By realizing this about horses we can alter our facilitation techniques to become more efficient," claims Gayle Cartier, senior EAL facilitator. Team work is a necessity to the survival of the herd, it is not only expected but respected. Horses respond favorably to positive stimuli, gaining trust and respect through herd training. They don't judge but they don't forget. Participants must earn their relationship(s), they provide honest and instant feed back, never allowing participants to cheat.

Horses are tough and steadfast dance partners and if participants are willing to listen, they can assist with guiding groups to becoming better individuals, team players and leaders. Learning to listen to what horses have to say is powerful and acts as the stimulus to individual change. By including horses in specially designed experiential exercises, equine-assisted specialists have proven repeated success to each participant's journey to self discovery and change.

"The focus is placed on developing individuals in group interactive exercises," says Cartier, "but change comes through a personal perspective when participants clearly understand how their every action effects and influences others on their team."

Equine-assisted learning exercises are designed around practical and effective communication that enhances the participant's presence and influence on others. "Not only are horses used as barometers to aid facilitators as they identify the hidden messages, but the defining moment comes when they realize that the horse is part of their team," says Cartier, and that every member of their team, including their horse, has value.

If you can understand how and why horses are aware of our every movement – you will come to understand how this program works.