



E.A.G.L.E.S.
Equine Assisted Goals For Leadership Enhancement Series

**FREQUENTLY ASKED QUESTIONS
ABOUT PARTICIPATING IN THE INNOVATIVE HORIZONS'
EQUINE ASSISTED GOALS FOR LEADERSHIP ENHANCEMENT SERIES**

PLEASE SAVE FOR FUTURE REFERENCE!

First, let us thank you for your interest in our **E.A.G.L.E.S Training Program**. It can be a life changing experience, and one I know you will truly enjoy as well as personally benefit from.

As you read the following information, please keep in mind that we are willing to be creative with formats and would like your input about what would best serve the needs of all participants. The FAQ's below are the most commonly asked questions, but please feel free to ask others as they arise.

Tim's focus is first and foremost on the promotion of personal change using horses to aid in the facilitation of that change. The **E.A.G.L.E.S Training Program** is broken down into a four areas: **Management & Leadership, Communication Skills, Team Building, and Gaining Personal Insight**. If a group only wants to concentrate on one or two of these areas, a combination of any of these areas, or different aspects entirely, we can tailor the program to meet their needs.

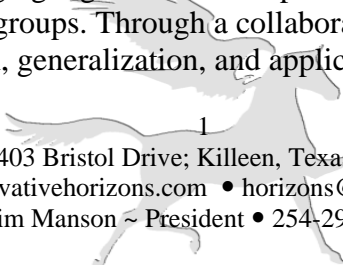
This Frequently Asked Question document should answer most of your questions about participating in an **E.A.G.L.E.S Training Program**. We do hope you will find it helpful. If something is not addressed in here, please drop us a note or give a call and we will help you out.

What Is Equine Assisted Learning (EAL)?

Equine Assisted Learning (EAL) is an experiential learning experience that uses horses not as tools, but as active participants that help to facilitate the learning experience for the human participants. By examining equine behavior, and how the horses may or may not react to us, we can better understand what may be more effective in our own human relationships. EAL combines our understanding of equine training and relationship principles with our understanding of human behavior, organizational and managerial behavior and adult learning theory.

Additionally, we at Innovative Horizons see horses as more than "just a tool" for learning. We consider each horse an individual; a four-legged facilitator if you will, that helps facilitate the learning process. As humans, we seek to understand and integrate the innate, intuitive ways horses communicate as part of a natural learning process.

EAL uses a team approach, bringing together a horse specialist, a trained facilitator and the horses, to assist individuals and groups. Through a collaborative experiential learning process, people use experience, reflection, generalization, and application to facilitate learning.



1403 Bristol Drive; Killeen, Texas 76542
www.innovativehorizons.com • horizons@hot.rr.com.com
Tim Manson ~ President • 254-290-3446

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The equine-assisted model helps individuals learn about themselves and others by participating in activities with the horses and then processing feelings, behaviors, and patterns, recognizing how these may relate to the workplace or at home. While EAL is related to other experiential programs, equine assisted programs have the added element of horses with as many different personalities, attitudes and moods as the humans they are working with.

Why Use Horses In Human Training?

For centuries the horse and rider has created a dynamic team, a powerful duo that communicates non-verbally, sensually, almost invisibly. The dynamic of thinking, breathing, and reactionary animals heightens situations, creating constantly changing and evolving experiences. The horse acts as a mirror of emotions, reflecting the feelings of the individual participating in the **EAL** program. Horses don't lie and can't over think your real emotions, so they recognize incongruence between behavior and emotion, telling the true story. Their sensitivity to nonverbal stimulus gives them an amazing ability to read people and reflect these emotional states offering observable and physical feedback. They offer unconditional reactions to your emotions. As social animals, they provide valuable insight into group dynamics and roles. Including horses as part of learning activities is an especially powerful method of involving people in teamwork, problem solving, leadership, communication, relationship building, and self-authenticity.

Who Can Benefit From An E.A.G.L.E.S Training Program?

EVERYONE! The **E.A.G.L.E.S Series** can be tailored for corporate organizations, individuals and partnerships, as well as non-corporate groups such as women's groups and religious groups. Our **E.A.G.L.E.S Series** is for those who value the power of relationships, accountability, focus and creative strategies in accomplishing their goals.

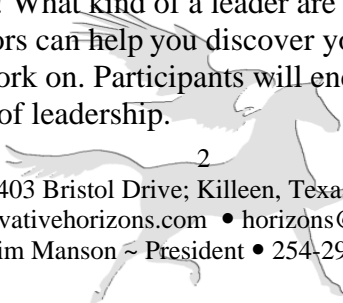
What Is Meant By The E.A.G.L.E.S "SERIES"?

There are four distinct training programs that can be accomplished in the **E.A.G.L.E.S Series**, as well as any combination of the four. More emphasis can be placed on any one area or several areas, depending on the goals and objectives of the client audience.

The E.A.G.L.E.S Series Includes:

I. Leadership With A Kick -- Leadership Series

This 1 or 2 day program encompasses all the primary facets of leadership with the kick of a horse as a team partner! What kind of a leader are you? What kind do you want to be? The four-legged facilitators can help you discover your best leadership traits and those that you might need to work on. Participants will encounter interactive activities that will enhance numerous areas of leadership.



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Equine Assisted Goals For Leadership Enhancement Series

II. Communications For "Neigh Sayers"! -- Communication Series

This 1 or 2 day program is all about communicating effectively. In all walks of life, be it personal or professional, communication is the key to success. Since 90% of communication is non-verbal, what better instructors than horses are there to assist you in improving your communications skills? You would be amazed at all the things you say without saying them! This program will focus on improving your communication skills at work and at home.

III. Who's IN YOUR Herd? -- Team Building Series

This 1 or 2 day program is designed not only for corporations but families as well. Horses are not only your facilitators but your teammates as well. They will show you just what you need to know to improve your team building skills at work as well as at home.

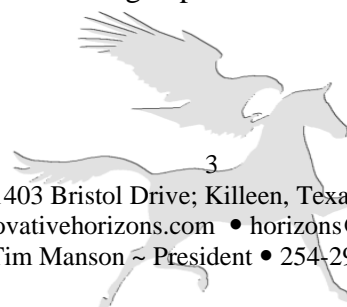
IV. Horses On The Horizon -- Personal Development Series

This 1 or 2 day program focuses on personal growth and development. Our horses will show you how to grow from colts and fillies to true stallions and mares! The thrust is to explore new ways to find that filly and colt that is running inside you. Whether you are in a corporation or at home, these areas of personal progress can enhance your way of life and your way of living.

What Happens during an E.A.G.L.E.S Training Program?

Tim assists corporate organizations as well as non-corporate groups to improve their **Management & Leadership, Communication And Team Building Skills** and assists **participants in gaining a clearer Personal Insight**. Through the use of **Equine Facilitated Activities**, participants will gain a better understanding of these areas both in the corporate environment and at home in a more personal environment. Students are broken down into four person teams, depending on the number of participants.

The **Equine Facilitated Activities** show the participants their strengths and weaknesses in the four major areas. We as facilitators observe what the students are doing, how they are interacting with one another as well as with the horses and how the horses respond to them. Upon completion of a particular exercise, all participants return to a central location and a discussion is facilitated on what the participants saw, heard, felt and learned through the experience and how they can apply this new information to their professional and personal lives. A new attitude derived from an innovative equine learning experience makes for a powerful combination in accelerated learning!



E.A.G.L.E.S.
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What Are Some Examples Of Equine Assisted Activities?

One activity we use is a simple “Catch and Halter” exercise. For someone with horse experience, this is a simple task. But for those who have never been around horses, it can be difficult (you would be surprised at how many ways a person can try and put a halter on a horse!) and can test a person’s problem solving skills, communication skills, and team building skills if the exercise is done with several people at a time.

Another exercise is called, “The Left Hand Doesn’t Know What The Right Hand Is Doing”. In this exercise, three people have to work together to saddle a horse. Sounds simple, doesn’t it? However, the three have their arms linked, standing side by side. The person in the middle is the “brain” and must tell the person on their right and left (acting as the center person’s right and left hands) what to do. They can only use their hand on whatever side of the brain they are on. This is a great exercise in communication and listening skills.

Is Horse Experience Required?

Absolutely not! There is no riding involved in an **E.A.G.L.E.S Training Program**. All activities are done from the ground.

What Kinds Of Horses Are Used?

Four to six horses of various breeds are used, depending on how many students we have. They are gentle, “bomb-proof” animals that interact easily with humans. With this many horses, the group can see the dynamics of how a herd works together and we can show how this relates to their “human herds”.

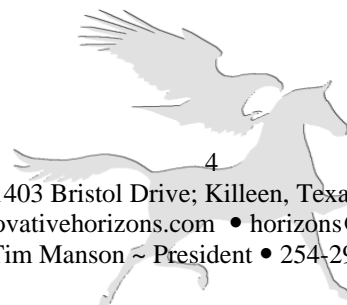
How Long Does An E.A.G.L.E.S Training Program Last?

The **E.A.G.L.E.S Training Programs** are scheduled for either one or two days -- or longer, if you wish. If requested, Tim could do a "demo" - a talk, and then work with only one or two horses and a group of 3 or 4. This would be held the evening prior to the start of the program.

Training begins at 8am and goes until 5pm, with 1 1/2 hours for lunch.

What About Liability?

Absolutely *all* participants must sign a liability release form to be able to participate in the Series. Tim will carry professional liability insurance. It is for anything that happens within the span of his control. It does NOT cover folks going to the restroom and hurting themselves in a gopher hole.



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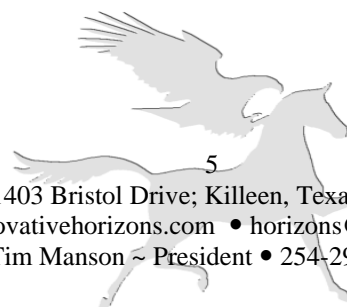
Is Videotaping Permitted?

Because we want to create an emotionally safe environment, videotaping is not permitted unless specifically requested for organizational reasons. Tim may choose to videotape the event for internal use and marketing purposes, with video releases from the participants.

Who Should I Contact Regarding Any Other E.A.G.L.E.S Questions?

Contact Tim Manson, President and founder of Innovative Horizons. You can reach him at horizons@hot.rr.com or call 254-290-3446 between 9 a.m. and 5 p.m. (CST), Monday through Friday. If he is not available when you call, he will return your call within 24 hours. If you have any other questions or comments, please don't hesitate to ask! We want this to be a smooth and enjoyable experience for all participants, so we'd like to help whenever we can.

**And, as always, THANKS for your interest in participating in an
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Tim Manson ~ President • 254-290-3446