

EXPERIENCE HORSEPOWER'S

POWER TOOLS FOR LEADERS AND TEAMS

LEADERSHIP DEVELOPMENT

TEAM BUILDING

GROWTH





A ONE OF A KIND EXPERIENCE

Leading Professionals In Equine Assisted Development
Emotional Intelligence and Happiness Centered
The Sentient Presence and Feedback of Horses
Nostalgic Camp Atmosphere



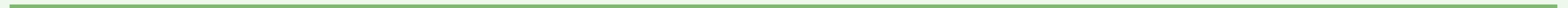
LEADERS AND TEAMS LEAVE FEELING REFRESHED, REJUVENATED, AND RESTORED.

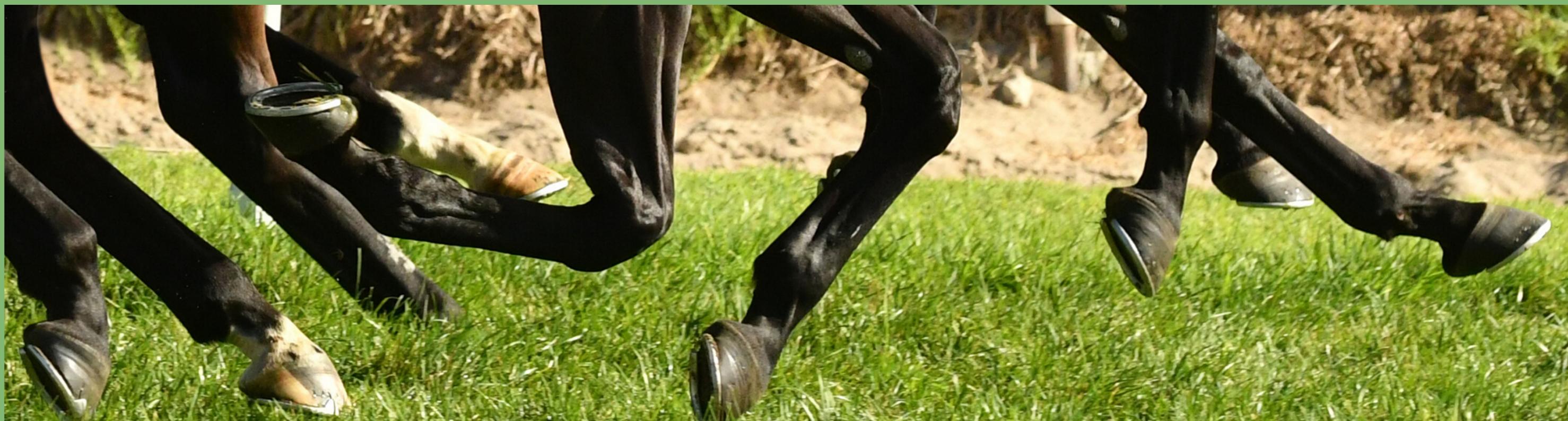
Research shows that time spent in nature quickly reduces cortisol levels, lowers blood pressure, raises one's sense of vitality, and increases one's feelings of freedom to be one's most authentic self.

Horsepower is located at The Camp at Carmel Valley which sits on 113 acres studded with thousands of oak trees and is home to wild deer, turkeys, and countless birds. Experience the quiet, the beautiful views and the intriguing camp atmosphere.

THE RAPIDLY CHANGING WORK WORLD CAN LEAVE LEADERS AND TEAMS WITH GREATER RESPONSIBILITIES AND FEELINGS OF OVERWORK, OVERWHELM, AND FRUSTRATION.

Companies are now seeking answers to change this atmosphere and help employees feel respected, heard, and supported. It has never been more vital for leaders and team members to understand and practice the basic tools of building and maintaining relationships within the workplace. **Horsepower's Power Tools for Leaders and Teams** offers opportunities to discover, practice, and apply the most basic, yet life-changing skills necessary to successfully work with others.





WHAT SETS US APART:

OUR PROGRAMS, METHOD, AND STAFF

POWER TOOLS PROGRAMS

Our research-based programs elicit the discovery, practice and application of core emotional intelligence and emotional health constructs that are vital to all healthy relationships, including those of leaders and team members with themselves and with others. Without the practice of these tools, the full potential of all other leadership and team strategies cannot be reached. Once these tools are actualized, all other efforts to increase leadership and teamwork are exponentially increased.

Respect Responsibility Relationship Skills Boundaries Empathy Choices and Consequences



- **RESPECT: TREATING OTHERS AS YOU WANT TO BE TREATED--** THE HUB FOR ALL HEALTHY RELATIONSHIP INTERACTIONS
- **RESPONSIBILITY: THE COST OF THE PRIVILEGE---** OF BEING IN A RELATIONSHIP, HAVING POSSESSIONS OR EARNING A WAGE
- **RELATIONSHIP SKILLS: VERBAL AND NON-VERBAL COMMUNICATION USED TO REVEAL THAT A PERSON DESIRES TO ESTABLISH OR MAINTAIN A RELATIONSHIP WITH ANOTHER PERSON--**EYE CONTACT, SMILE, FRIENDLY BODY LANGUAGE, SAY "HELLO"
- **BOUNDARIES: VISIBLE AND INVISIBLE LINES THAT TELL US WHERE OUR RIGHTS, RESPONSIBILITIES, AND POWER START AND STOP.** PHYSICAL, EMOTIONAL, SEXUAL AND SPIRITUAL BOUNDARIES ARE VITAL TO SATISFYING RELATIONSHIPS WITH ONE'S SELF, FAMILY, AND FRIENDS AND IN MARRIAGE, WORK AND COMMUNITY.
- **EMPATHY: READING THE FEELINGS OF ANOTHER AND RESPONDING RESPONSIBLY---**WHEN A PERSON EXPERIENCES THE ACCURATE READING OF HIS/HER FEELINGS AND A RESPONSIBLE RESPONSE FROM ANOTHER BEING, VALIDATION, SIGNIFICANCE, AND EMPOWERMENT RESULT. WHEN A PERSON PERCEIVES THAT HIS/HER FEELINGS ARE NOT RECOGNIZED AND VALIDATED, FEELINGS OF ALIENATION, LONELINESS, INSIGNIFICANCE, AND DEPRESSION MAY RESULT.
- **CHOICES AND CONSEQUENCES--CHOICE: THE ACT OF SELECTION; CONSEQUENCE: THE RESULT OR OUTCOME OF A CHOICE.** CONSTANT ATTENTION MUST BE PAID TO THE THE RESULTS OR OUTCOMES ONE WANTS IN LIFE, RATHER THAN JUST THE IMMEDIATE CHOICE BEFORE HIM OR HER.

POWER TOOLS PART 1

The Power Tools may seem too simple at first for high-level leaders and teams. Yet, their presence or absence is at the core of every negotiation, disagreement, reconciliation, friendship, contract, job description, performance review, co-worker relationship, leader-employee relationship, management strategy, employee engagement effort, and human resource program. The presence or absence of these vital skills with one's self and others will make or break the work success of an executive or team. The greater the number of people within the workplace that experientially acquire these tools with the horses, the greater the impact on its culture. Leaders and team members alike will have shared vocabulary, mental images, and physical recall of what "respect" looks like, how "crossed" and "respected" boundaries both feel, and what "empathy"

does for the heart. The shared experience of working with the horses and discovering these tools provides shared understanding of their importance in the workplace. With time, practice, and joint application of the tools, the culture of the workplace changes. People feel respected, relationships form and grow, boundaries are better understood and applied, empathy begets empathy, and as consequences are understood, better choices are made.

POWER TOOLS PART 2



Once leaders and teams have completed Power Tools Part 1, we highly recommend they return to take their understanding and application of the Power Tools to the next level. Specific issues of missing Power Tools and resultant situations in the workplace can be addressed and simulated in the arena with the horses. Great progress can be quickly made in leadership strengthening, problem-solving, relationship mending, and team cohesiveness.

HORSEPOWER'S POWER TOOLS FOR LEADERS AND TEAMS

OUR METHOD

Leaders and teams experientially discover the effectiveness of their leadership strategies, motivation techniques, relationship skills, communication skills, and teamwork through accomplishing assigned objective-based tasks with horses on the ground.

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- Program participants are outside in a beautiful setting with live creatures who are much like human beings.
 - Horses are social beings, live in herds, and have defined roles within their herd.
 - They have distinct, individual personalities, attitudes and moods.
 - They can be playful, loving, jealous, curious, affectionate, withdrawn, and nurturing and display other emotions common to humans and human relationships.
 - While providing a naturally engaging atmosphere for participants, horses also provide a natural leveling of the playing field because of their size and power. The horse is not aware of position or titles among participants, nor does it respond more quickly because of one's age, size or gender.
 - Because horses are prey animals, they are always focused on their emotional and physical safety. They are highly attuned to everything and everyone in their environment and to non-verbal communication within the herd. They are also highly attuned to the non-verbal communication they perceive from humans. Horses read this communication and react, sometimes before the participant is even aware of the message he or she sent.
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- The horse's reaction is observed by the participant and grows the participant's awareness of the impact of his or her own actions, attitudes, emotions, and non-verbal communication.
- Participants are then able to try different actions and ways of communicating to see which are accepted by the horse.
- The self-awareness and the group-awareness raised by the horses' reactions encourages changes in beliefs and behaviors leading to improved results in the participant's relationship with themselves and others.
- Horses provide endless opportunities for metaphorical insights and learning as a parallel to human social dynamics within one's self or within a group or team.

Horsepower's Team Building Sessions

- Rapidly break down personal and professional defense barriers
- Challenge participants in a non-threatening manner
- Provide in the moment cause and effect situations that promote immediate discussion and solution finding
- Promote change from dysfunctional patterns within a team to successful ones

**IMPROVE YOUR TEAM'S
COHESIVENESS
TRUST**

**VERBAL AND NON-VERBAL COMMUNICATION
MOTIVATION**

Benefits to Individual Participants

- Participants will have the opportunity to examine their own methods of problem-solving and interaction with others and the impact these methods have on their teammates.
- Participants will be called upon to utilize non-verbal communication, assertiveness, creative thinking, problem-solving, leadership, teamwork, confidence, and even attitude adjustments in methods or patterns not used by them before in order to benefit the entire team.
- Participants receive instant feedback as to the impact of their communication and actions because the response of the horse is so readily observed.
- Participants leave the experience with improved self-confidence and greater appreciation for their teammates and their teammates' ideas and approaches to their work.

Benefits to Your Team as a Whole

- Team members leave the session having had fun together and having formed additional layers to their existing relationships.
- Team members leave with a new appreciation for each other.
- Team members leave with increased understanding that there might be more than one approach to a problem's solution.
- Team members leave with new ideas and team discovered solutions for working together to accomplish mutual goals.
- Team members leave with the understanding that working together always speeds the work and improves the outcome!

Our Staff

Robert Magnelli, Ph.D., Clinical Director, is a Clinical Psychologist.

He has served as Director of Consultation and Education for the County Mental Health Centers in Austin, TX, Adjunct Professor of Clinical Psychology at the University of Texas at Austin, Clinical Psychologist in both inpatient and outpatient facilities in Nebraska, Texas and California, and in his own ongoing private practice in Carmel, CA for the last 40 years. This foundation provided personal and professional validation for the extensive experience he has gained since first being certified by the Equine Assisted Growth and Learning Association (EAGALA) in 2003. He has conducted research and co-authored "Power Tools for Living" with his wife, Nancy. This program manual is for sale in 40 countries and is utilized around the world. Dr. Magnelli has a lifelong love of horses and is passionate about researching how they bring about our best selves.

Nancy Magnelli, B.S., R.N., Program Director, is a Psychiatric Nurse. She has worked in inpatient, outpatient, and community mental health. She volunteered as a regional leader and trainer in a worldwide faith ministry organization for 25 years. Through extensive education and training, she gained skills in organization, leadership and teaching. She was certified by the Equine Assisted Growth and Learning Association (EAGALA) in 2004 and has since worked in Equine Assisted Psychotherapy and Personal Development. She holds a certificate of Yale's "The Science of Well-being" course and is a mentor for this course with Coursera, an online learning platform.

OUR LOCATION

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Find us at mile marker 14.8

Call for Pricing and Availability

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