

# Learning from Leaders Online Program



## New demands require a new approach.

The way we're called upon to lead and manage ourselves and others is changing. But what about HOW we LEARN about leading and managing? We need a change there too... After all, our communication channels have expanded, and now, more than ever, success depends upon the way we communicate and relate.

**If you're looking for something other than the same presentations, tools and tips, remember this: The best learning-- the learning that stays with us-- comes from our own insights-- that's right. The "AHA" moments we don't forget.**

# A Unique Program with Horses

(...and you don't even have to leave your desk!)



The concept is simple. Participants learn in a group setting through facilitated online sessions. But why horses? Interactions between horses and humans provide the platform for exploring, defining and understanding self-leadership concepts. Horses exemplify leadership. How? They live in the present, relying largely on instincts. They see us without our masks, interacting with such clarity and honesty we can see things in ourselves we may not otherwise notice!

## Online Sessions

Each online session is 90-minutes long and is designed to change the paradigm for how we self-assess. By observing others in action and discussing how they responded to various situations, we can easily see the metaphors for what potentially happens when working with colleagues and team members.



The four modules cover the following topics:

1. Self-Awareness and Presence: How am I being perceived? Is it accurate?
2. Motivating and Creating Engagement: What's really at the heart of engagement? What's my role in strengthening motivation?
3. Moving Through Change and Disruption: Does change derail you? How can we maintain a steady course when disruptions occur?
4. Exploring Team Dynamics: What's at the heart of healthy teams?

## Self-Learning

Following each session, participants will be given straightforward assignments to complete before the next meeting—assignments that provide an opportunity to apply takeaways from each module in the form of practical application. Outcomes from these assignments will be shared and discussed at the start of the next session.



The best way to absorb new information is to put it to use. Between each session, participants will be asked to pay close attention to behaviors and interactions in the context of what was covered in that week's module. This provides the opportunity for them to practice applying key principles and receive support and feedback when the group reconvenes. For teams who participate in the class together, "homework" helps them support and hold one another accountable for their behaviors, actions, and communication.

## Optional 1:1 Coaching

Our program allows for the inclusion of four 90-minute coaching sessions for each participant to be provided between each module. Ideally, coaching sessions would occur every other week, with group modules on the alternate weeks.



These coaching sessions are designed to provide direct, timely and specific feedback and support as each navigates course content and bumps up against the inevitable challenges and questions. Often, particularly when engaging in self-assessing, participants feel more comfortable sharing and discussing their insights in a more private 1 on 1 setting where they can receive individualized attention and support.



If you're interested in a "sneak preview" please sign up for one of our upcoming free webinars, dates and times available here:

[https://www.kagan-consulting.com/index2.asp?page\\_id=436](https://www.kagan-consulting.com/index2.asp?page_id=436)