

Transform the Power of Your Organization Through Horses

Improve Business Results through:

- > Trust amongst teams
- > Refining conflict and problem resolution skills
- > Enhancing levels of creativity
- > Developing effective leadership styles
- > Increasing employees' emotional intelligence



Horses Enriching Human Emotional Intelligence



In today's high-paced business world, nothing can hinder an organization's success more than poor group dynamics, ineffective teams, and weak leadership abilities. These shortcomings often lead back to blocks in employee emotional intelligence (EQ), showing up when work gets hard and relationships become strained, leading to increased drama with less productivity.

There is no better way to address this than through

hands-on learning with horses, whose partnership helps keep your employees and business on track.

Through horses people receive immediate and direct feedback relevant to the skills necessary for today's successful leadership and group achievement. Because a horses' social fabric is shared with humans, they provide valuable, real-time, healthy insight into group dynamics and roles, enabling people to make adjustments

towards more constructive interactions, communications, and a new way of thinking. And since horses are always asking "Are you in charge or am I?" they teach leadership and EQ skills not often taught in business schools today.

Equine Facilitated Learning is a growing field that transforms learning in an innovative, interactive, and positive way with long-lasting results— all done in a safe environment working from the ground. No horse experience required.

Transforming Emotional and Social Intelligence

Research shows that emotional and social intelligence has emerged as core requirements for today's workforce. At EQnimity we work with individuals and groups to accelerate the transformation of these skills by partnering with horses.

Using the latest strength assessment tools, we bring results to life through hands-on activities with horses where an employee's interaction and reaction with a horse is similar to how they engage with customers, peers, work groups, and family. As individuals become aware of how they show up to others and make the shift, then so do the horses, providing instant feedback that can lead to accelerated and sustainable change. The power of horses contributes to stronger leaders, improved relationships, better performance and increased business results — and helps to achieve them faster than traditional training methods.

Emotional Intelligence centers around:

- Self-Awareness: listening and accepting your own emotions
- Self Management: respecting and honoring your emotions
- Social Awareness: listening and accepting the emotions of others
- Empathy: respecting and honoring others emotions

A high correlation exists between EQ and individual/group performance.

"If you want to create a life-changing, transformational experience for participants of your workshops, your clients, or for your teams, few experiences would be as powerful as what Janis and EQnimity offers."

Ann Farrell
Master Executive Coach
Quantum Endeavors

To learn more about customizing a program for your group, contact us:

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Ask us about our programs that deliver breakthrough results on:

- **Team Development**
- **Authentic Leadership**
- **Women in Leadership**
- **Emotional/Social Intelligence**

"Our time with the horses was really powerful and contributed to our ability to talk more deeply ...there is something about working together with these powerful, sensitive animals that strips down barriers and removes masks."

Kate Williams, CEO
1% For the Planet

Experience Transformational Change Equine Facilitated Learning

Business Benefits include:

- Cohesive teams built and maintained based on trust along with collective and diverse strengths
- Accelerated improvement in employee engagement, creativity, and productivity
- New levels of understanding, co-operation, and partnership
- Decisive decisions and actions based on awareness and courage
- Ability of employees to resolve and gain agreement more quickly
- Expanded and inspired employee leadership
- Breakthroughs that increase the depth of emotional / social intelligence

Individual Benefits include:

- A clear understanding of individual and group strengths
- New skills, new attitudes, and a new way of thinking
- Using the body effectively as a sensory and communication channel
- Moving beyond conditioned behaviors and thought through shifting mental patterns and increasing emotional agility
- Improved communications skills- verbal and non-verbal
- The ability to establish and maintain clear and consistent boundaries
- Building confidence in communication and authentic leadership skills

Our programs are customized for your specific business needs and ideal for:

Leadership development, teambuilding, communication, environmental well-being, cultural and organizational change/diversity initiatives, sales, group and executive retreats, and more!



About EQnimity

Prior to starting EQnimity, Janis Cooper spent 30 years in Fortune 500 companies, most recently as Vice President of Marketing for a High Tech firm's \$2 billion global business unit. For 20 years she's led and coached employees across the globe, leading collaborative, highly effective organizations through change, including mergers, re-organizations, evolving business needs, and career transition consulting.

Her leadership background, passion for horses, and helping people achieve their true potential led Janis to pursue Life Coaching together with two Equine Facilitated Learning certifications. Her dynamic programs partner people with horses in an experiential model which increases self-awareness, choice, thought, and action. Through unique and powerful equine encounters, her goal is to empower people to live and work with purpose, connection, clarity, and IMPACT.

Workshops are available in Waitsfield, VT, with local and on-site facilities for overnight groups. For more information or to schedule a workshop in Vermont, or elsewhere in the U.S., contact us at 802.496.2730 or at info@EQnimity.com