



## Why Is It Difficult To Be The Leader You Need And Want To Be?

With more books and seminars available than ever, why is it so difficult to create the lasting changes you want in your own leadership? The reality is all of us have personality traits, belief systems, and social patterns that are so integrated into our being that they become an automatic way of reacting and functioning. You have “practiced” a way of functioning so long that simply hearing a new concept or approach doesn’t create the change you are looking for.

You also live and work in a world of increasing speed, information, and pressure. And, as you seek to embody leadership presence, where you can show up as a strong, calm, visible and confident leader, your biological system, which was created to protect you from harm, is cancelling out your efforts in its response to stress and pressure. Stress can mute the higher functioning capacities of the brain and activate short-term survival behavior like narrow focus, hyper vigilance, and defensiveness. Stress hormones are released, the sympathetic nervous ignites, you are in fight, flight or freeze, and the result, essentially, is that you are cutting off your access to your more resourceful self. This combination of “practiced” personality traits and stress responses create a powerful force that cannot be simply changed by reading a book.

### A TESTED AND PROVEN SOLUTION

Research shows that the practice of Leadership Embodiment, such as centering, restores the capacity for the higher functions of the brain which then allows big picture thinking, innovation, creativity and intuition. By working with this body based coaching model, that comes from principles of Martial Arts and mindfulness, we are able to work with you and your body to provide a shortcut to learning to recover quickly under stress. This experiential leadership training, with simple yet powerful tools, moves far beyond the “what” to teaching you the “how” of leadership.

Here is how Leadership Embodiments works. It teaches you the science behind why it can be difficult to be the leader you want to be. And, it uniquely creates a simulator, using safe mild physical pressures to help you recognize the beginnings of stress patterns and then train the body to be able to shift to a more resourceful self. You learn about their own “practiced” responses and build a reference point for confidence, leadership presence and the ability to take action gracefully under pressure. During the course we will use these principles in business relevant situations to help you incorporate the learning into your everyday life.

## THE SPECIFIC CHANGES YOU WILL SEE

This training is created to relate specifically to the goals and objectives of your team and workplace and include:



**Self-awareness:** Where do I go under stress and how to I shift quickly to a more resourceful place.



**Centered Listening:** Listening without taking things personally.



**Awareness of others:** Quickly tune in to individuals and groups and respond effectively.



**Speaking Up:** Communicating without aggression or giving up too quickly.



**Inclusiveness:** Creating an atmosphere where everyone feels they are a part of something bigger.



**Action:** Timely and appropriate action springs from centered present leadership.

## IN CLASSROOM & AT THE BARN WITH HORSES

**Classroom:** Our approach to leadership and building strong teams is uniquely different. Leadership Embodiment training in the classroom is experiential, downloading a skill set that can be immediately applied in the workplace. During this program you will explore your patterns under stress and how centering provides an alternate perspective and style. Leadership Embodiment simulates low-grade stress and allows you to discover how you react to stressful situations and offers you a process to respond more effectively.

**Barn with Horses:** In addition, the training can take place at the barn, adding horses to the experiential learning experience. Horses provide honest, un-biased, in the moment feedback, to you as a leader and team member. In this accelerating learning, you go beyond knowing what is needed to be a leader, to experiencing break through moments in your doing of leadership. As you download your Leadership Embodiment skills, horses become your master teacher in the quest to be more present, confident, and authentic leaders.



*Karen comes to you partnering with barn in your area.*





Leaders in Florida say thank you after learning about being congruent clear leaders from Alfie.

## WHY HORSES FOR LEADERSHIP DEVELOPMENT?

Horses are prey animals. They spend the majority of their time sensing and feeling what is happening in their environment. Their senses have remained highly tuned where their bodies become acoustical instruments reading all that is around them.

They will tune into you and your team and “read” what is going on with you and respond immediately. Without judgment or agenda, the horse may choose to move away, not move, connect with you, walk with you, or ignore you completely and provide a changing mirror of how you are leading moment by moment. This provides a unique opportunity to practice your Leadership Embodiment tools and see their immediate impact.

With a horse you can't demand their cooperation, finesse your way through, or manipulate them. As nonverbal experts, the horses are picking up what you are really saying with your whole-body communication. They respond to leaders who demonstrate confidence, provide clear direction and act authentically and respond differently when you don't. Using your Leadership Embodiment tools, and learning to connect and collaborate with a 1000 pound being, builds clarity and confidence that you take back to your workplace.

## HOW DOES IT WORK?

The Equine Facilitated Learning and Coaching model helps you learn by participating in experiential education activities with horses that are on the ground, no riding occurs. Once you have completed an exercise you then process what happened, your discoveries, what behaviors and beliefs contributed to the experience, and what actions you want to take as a result. These activities are set up to relate directly to your present leadership opportunities, so the learning is directly applicable back to your workplace.

## A HEALTHCARE LEADER SHARES

“When we couldn't get the horse to work with us in that exercise, I just walked a little away from the horse and the group. I understand now that when I can't accomplish a task right away I get frustrated and angry. I check out, go into flight, either by walking away or just leaving the room in my mind. When I do that I'm not able to be in the present moment looking for possibilities and creative solutions.

So, when I realized I was doing this, I centered using the Leadership Embodiment tools, and was able to come back and helped the group come up with creative strategies, which we tried and they worked! The horse immediately changed when we changed!

Learning the science behind my personality and stress reactions, and tools to quickly bring myself back to a centered place, is a game changer. I now see how my tendency for flight makes me give up too easily with challenges at work and my team gets left without a leader. I also learned how my body tenses up and checks out so I can be aware of the signs that I'm “leaving the building”- laugh. I now have the tools to be present for my team and myself.”

— Joe Orlando





*Leaders in Cincinnati after a great day of learning about flow and momentum from the horses.*

## **KAREN KENDRICK, FOUNDING PARTNER**

As an expert in experiential facilitation, Karen offers a dynamic approach, to individuals and groups giving them the tools and practices to develop presence, confidence and the ability to act more resourcefully under stress.

As Founding Partner of Discovering Your Way, Karen also brings horses to the coaching and leadership development of leaders and teams. Karen is a Certified Leadership Embodiment Associate, has an EFLC (Equine Facilitated Learning & Coaching) certification from Coaching with Horses, and is an E3A Certified Practitioner (Experiential Learning with Horses focusing on Corporate training). Karen also holds a degree in Education a Master's in Counseling, and specialized training in fundraising, cultural competency, and mediation.

Through her own personal journey of leadership development, and over two decades of developing and facilitating trainings in the education, nonprofit, and corporate setting Karen brings her diverse background to learning with humor, openness, and compassion. In partnership with the Physician Leadership Institute, Karen has facilitated leadership with horses trainings for healthcare leaders across the country for the past seven years, as well as worked with coaches, counselors, educators, government & nonprofit leadership. Some of the organizations Karen has worked with include FEMA, Adventist Health, Integral Coaches of Midwest, TriHealth, Veritus Group, Catholic Health Initiatives, Marco Island Academy High School, HCA Healthcare, Mission Hospital and USF College of Business.



*Karen and one of her co-facilitators in NYC.*

*Karen*

## **SETTING UP TRAINING SESSIONS**

The first step is to contact Karen to discuss what you would like to accomplish. We will work with you to customize a curriculum for you, your leaders and your team. We encourage you to get started by calling:

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