



## Leadership Development: Equine Assisted Learning vs. e-learning

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Research published by CMI and Oxford Strategic Consulting in the UK has found that in the areas of management and leadership development e-learning has not delivered on its promise. More than 80% of managers prefer face-to-face training for leadership development, with the majority of respondents saying online learning is not the right solution as it isn't interactive enough.

Good leaders need to learn about themselves, ask themselves tough questions and be brave and humble enough to accept the answers; only then will they truly comprehend their actions, where they are leading and why. This understanding will give them the confidence, certainty and skills to inspire and connect with others.

Horses make perfect learning partners as their natural responses give immediate and honest feedback to our energy and body language, providing an accurate reflection of our current behaviour. Horses respond to authentic, natural leadership, they are not interested in office politics, or promotions and not fooled by pretensions or self-importance.

Horses are powerful messengers: they are large and imposing, which creates a natural opportunity for some to overcome fear and develop confidence. Horses have no agenda and are completely honest; as prey animals, they live in the moment, are keenly aware of our emotional state and respond accordingly. The reactions of the horses help to highlight how we react when faced with different situations, giving us greater self-awareness; it is an especially powerful method to:

- Gain personal empowerment
- Improve confidence and trust



- Learn how to understand and control emotions
- Enrich relationships and interactions with family, friends and colleagues
- Discover effective techniques to manage stress and anxiety
- Enhance communication and problem-solving skills
- Develop a sense of wellbeing

Inspired Equine Assisted Learning CIC offers a range of bespoke Corporate Training Programs to businesses that wish to explore, develop and improve leadership, communication, personal growth, corporate culture and teamwork within their organisations. See [www.inspired-eal.co.uk](http://www.inspired-eal.co.uk) for more details.

Equine Assisted Learning is a unique learning experience that uses horses as active participants, it does not involve riding and no prior experience with horses is required.