

## **Leadership Impact and Emotional Intelligence: Supplementing the Coaching with experiential work with Barb horses**



An extraordinary team:

Horse Expert Dr. Susanne Geipert,  
Barb horse Farida and Psychologist  
Ute Wagner

### **An unusual approach for leadership coaching**

Your Coach:

For more than 25 years, Ute Wagner, owner of Schilling & Partner GmbH, is working as coach, consultant and trainer. She is Certified Coach BDP (Association of German Psychologists) and participated on several international qualifications and workshops. Her emphasis during the last years is on working with young and experienced leaders in Germany and on several continents.

Characteristic for her work is a systemic, appreciative approach, high trust in the motivation and possibilities for everyone for further development as well as curiosity and fun to open up new avenues for developing everybody's unique potential.

This attitude led to an unorthodox combination of methods regarding leadership coaching.

Our method consists of individual coaching, scientific testing, peer coaching, self-reflection and emotional activation provided by the horses. With this unusual mix we reach the participating leaders on different levels and thus deepen their learning.

#### **Target group:**

Leaders who want Coaching in regard to leadership impact, enhancing emotional intelligence as leadership competency or elements of self-perception, self-management and personal impact.

The design recommends 2 workshop days with a maximum of 8 participants.

## Elements of Groupcoaching – what is special?

### 1. Structure: Preparation, Groupcoaching, Transfer of learnings

During the preparation phase the participant completes a questionnaire on leadership impact. This helps to focus the attention on one's own thinking processes and actions. Even taking the time for this is a first indicator for willingness to self-reflect and accuracy of self-perception.

The questionnaire sets the stage for the individual coaching.

During the two workshop days the participants work on their development potential as shown in the test results, and enhance their Emotional Intelligence with tailored exercises.

Working with horses provides a different and unbiased perspective and mirrors leadership behaviors and impact.

Experience and insights are being reflected, deepened and connected with the daily practice through peer coaching, self-reflection and individual coaching.

Optional is an individual transfer coaching (one-on-one or on the phone) 4-6 weeks after the workshop.

Quality of Relationship	Organisation
<b>Leadership Impact (questionnaire)</b>	
Interaction	Acknowledgement and Willingness to change



### 2. The horses

Barb horses are very curious and attached to humans, therefore they willingly seek cooperation. Unlike most other horses, they initiate contact and provide direct feedback on our impact. They activate emotions which sharpen our self-perception, and they offer the peers a chance to detect the emotions of others through observation.

These reflections and experience lead to coaching issues which became clearly visible through the process.

3. The combination of scientific test, coaching and experiential learning  
Our workshop consists of three different approaches: scientific (psychometric test on Leadership Impact), coaching and exercises enhancing self-perception and self-management (elements of Emotional Intelligence) and experiential learning (working with horses).  
The Coachees get feedback on all these levels and can continue to work on their leadership behavior.
4. Two specialists as Coaches  
We need two specialist (one horse expert with work experience as a leader, one leadership and coaching expert) to conduct this workshop. We can provide individual coaching and work in small groups with high intensity.

This combination of psychometric testing, exercises for Emotional Intelligence and experiential work with the horses opens up different possibilities for the participating leaders to experience their own leadership behavior on different levels and reflect their insights during the coaching sessions.  
The combination of logic, emotion and body experience deepens the learning and facilitates new thought processes and behaviors.

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