



Learning the Fine Art of
Excellent Performance
&
Optimizing Your Leadership and
Communication Techniques

Learn to Access New Heights

Are your employees following you no matter where you go, or do you make them follow you?

Do you create sustainability from within, or is it about you at the top?
Horses do not speak our language and never will and don't show any interest in doing so. They are inherently non-aggressive and leadable animals. They are interested in a partnership, but in order to lead horses we need to be able to establish a relationship based on trust and respect, the fundament of every functioning human relationship.

Are you able to establish respect and trust in your business relationships?
Ask anyone who has successfully gotten a 750kg-animal to respond to his wishes, and he'll tell you what it's like to focus, to openly think and demonstrate leadership, to master communication skills and build a working relationship on 100% trust.

Information & Registration

Workshop can be delivered in both, German and English.
Other languages available upon request.

Participants require no previous horse experience.

Contact us for further information, upcoming dates and registration:
www.excellence-enhancement.com

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A Program Designed by

Leadership, Communication & Change

Horses know nothing about corporate and social status and are completely impartial to our positions and roles within business and social structures, organizations and groups. They receive and see us as we present ourselves. They are without opinion, bias or ulterior motive; their response to us reflects our strengths, weaknesses and incongruities.

As animals of flight, horses naturally seek confident and strong leaders, and demand a high level of awareness, authenticity and responsiveness from them. They are highly sensitive to mindsets, intentions and behaviors, and respond with amazing, and sometimes startling, consistency and clarity.

They offer profound insight into who we are, how we present ourselves and how we interact with others.

Horses present us with a mirror of ourselves, immediately responding to all our signals without value judgment. Their feedback gives us a wealth of information about communication and leadership styles and how we impact those around us. It offers us a unique opportunity to align our body language, behavior and habits to get better results.

Ready to challenge your leadership skills and take a closer look at who you are?

Through personal encounters with the horses, and subsequent group discussions and feedback sessions, participants discover a new awareness of themselves and others and learn how to apply this knowledge to business and personal situations.

Whether you want to **improve communication, enhance leadership, strengthen relationships** or **initiate change**, working with horses offers the chance for profound change and a wonderful opportunity for personal and professional growth.

Program Outline

Day One

Group Lunch,
Introductions

Assessment Center

First Encounters
With the Horses

Feedback Sessions,
Peer Discussions

Dinner, Video Analysis

Day Two

Breakfast

Work With the Horses

Feedback Sessions,
Peer Discussions

Video Analysis

Team Exercise

Dinner

Day Three

Breakfast

Work With the Horses

Review of Learnings

Lunch & Departure

Add-on Program:
Further Activities
(golf, riding, etc.)

About the Location

Gut Drasing is peacefully nestled in the smooth hills west of Klagenfurt, just about 5 minutes from the Wörthersee, 20 minutes from the airport, next to great hiking and mountain biking trails.

The facility offers a beautiful and perfect setting for management retreats and executive seminars: 25 rooms equipped for business as well as leisure travelers, meeting rooms with presentation equipment, an outstanding restaurant with international and traditional local cuisine, its own fish pond, a perfectly maintained horse barn, indoor and outdoor riding facility.

Visit www.robas.at for more information. For facility information call (+43) 4229-2346 or email gutdrasing@gmail.com.



The Power of Excellence: The Leader Within

Communication

- body language
- cultures
- attention
- understanding
- linguistic skills

Self-Perception

- openness
- insight
- self-assessment
- learning power

Leadership

- decision-making
- respect
- trust
- enthusiasm
- goals
- vision
- assertiveness

Change Management

- mindset
- perception
- action
- reality
- comfort zone
- stability

Teamwork

- roles & positions
- ownership
- responsibility
- motivation
- organization

Integrity

- honesty
- loyalty
- fear
- will
- humility
- empowerment

Coach Bios

Lisa Illichmann has more than 9 years of experience in high-end recruiting, and performance and communication coaching, working primarily with international companies in the field of software development, technologies and financial services. Lisa has her roots in language and communication, having studied in Austria, and completed her studies in the United States. Since 2005 she has dedicated her training to the areas of communication and motivation theory, performance enhancement, and coaching. Since her early years in Colorado, Lisa has lived and worked with horses, and been involved in natural horsemanship and equine psychology. Her competitive experience began in jumping and eventing and has developed over the years into the art of classical dressage, combining mind and body. Lisa is fluent in both German and English.

Alexandra Fenzl, MBA, PHD, holds a degree in International Management and Marketing, completed her academic studies in the United States, France and Austria. Alexandra has more than 12 years global management experience, assuming senior positions in public and private companies in the field of software development, supply chain management, marketing services, manufacturing, and IT security. Native Austrian, she has embraced the multinational business community with projects in the US, Europe, Africa, and Asia. Since 2005, Alexandra has focused on speaking at industry conferences, writing and co-authoring several IT-focused articles, mentoring start-ups as consultant and team leader, and coaching post-graduate students at Frederick Taylor University. She started working with horses in her childhood while successfully competing on a young-rider team. She deepened her knowledge of body-mind-soul interaction in animals through diploma studies in homeopathy and canine & equine psychology. She is fluent in English, French, German, Italian and Spanish, with conversational skills in Swedish and Russian.