



# Program Outline

Day One	Day Two	Day Three
Group Lunch, Introductions	Breakfast	Breakfast
Assessment Center	Work With the Horses	Work With the Horses
First Encounters With the Horses	Feedback Sessions, Peer Discussions	Review of Learnings
Feedback Sessions, Peer Discussions	Video Analysis	Lunch & Departure
Dinner, Video Analysis	Team Exercise	Add-on Program: Further Activities (golf, riding, etc.)
	Dinner	

## 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](http://www.robas.at) for more information. For facility information call (+43) 4229-2346 or email [gutdrasing@gmail.com](mailto: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

### Integrity

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

### Teamwork

- roles & positions
- ownership
- responsibility

- motivation
- organization

## 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.