

## Horsetales program

**HORSETALES** *"A learning experience to enhance interpersonal communication and cooperation. Put your boots on!"*

The exercises demonstrate:

- Establishing trust
- Management of "free will"
- Mastering social interaction
- Managing challenges
- Keeping focus and determination
- Focus one's energy and use one's creativity

For the individual

- The significance of capturing others' attention when you have a message to communicate
- Optimal timing, *before* "rattling off" your message
- Simple and unambiguous communication, being clear
- The importance of giving recognition and compensation
- My responsibility for progress, as opposed to blaming the circumstances or others
- How to change strategy when the situation indicates this is necessary.

Interaction with others:

- To lead and be led; employees' acceptance of being managed by others
- The balance between humility and determination
- Recognition of diversity in the organization
- Coordination of effort and use of resources to achieve the objective
- Interaction to build one another up
- Channeling everyone's attention and efforts towards the common goal.

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