



Sample Barn Experience Itinerary

Here is a multi-point outline for a 4-hour business leadership training session using horsemanship principles. This session emphasizes experiential learning with horses, metaphors for trust, communication, and leadership, and group reflection tied directly to the workplace.

4-Hour Leadership Training Outline

I. Welcome & Orientation (9 to 9:20AM)

- Overview of session objectives and schedule
- Introduction to horsemanship's relevance in leadership development
- Safety briefing and equine etiquette

II. Principles of Trust-Based Leadership (9:20 to 9:50AM)

- Key principles: building trust, violence-free equine methods, effective non-verbal communication
- Key approach: "Work with the horse you have today", making the right thing easy, Leadership as partnership.
- Interactive discussion: What does trust look like in teams?

III. Group Warm-Up & Mindset Preparation (10 to 10:15AM)

- Presence and self-awareness exercises
- Recognizing emotions and personal energy (parallel between human and horse reactions)

IV. Equine Interaction: Leadership in Practice (10:15 to 11:15AM)

- Hands-on partnership task with a horse (e.g., guiding without force, establishing boundaries, responding to feedback)
- Immediate coaching and reflection: what did the horse's response teach about leadership style, communication, and emotional management?



Sample Barn Experience Itinerary (continued)

V. Break & Networking (11:15 to 11:45AM)

- Catered lunch and refreshments
- Informal discussion and experience sharing

VI. Applying the Principles—Problem Solving Exercise (12 to 12:30 PM)

- Group exercise: work together to solve a challenge with the horse (e.g., leading, obstacle navigation, building rapport)
- Emphasis on nonverbal communication, patience, and clear intention
- Group debrief: what styles emerged; how did collaboration shift with horse involvement?^[4]

VII. Integration & Workplace Application (12:30 to 1PM)

- Discussion: mapping horsemanship lessons to workplace scenarios (trust-building, conflict resolution, feedback)
- Isolate, separate, recombine principle for solving complex business problems^[1]
- Developing leadership presence—how do you “show up” for your team?

VIII. Personal Reflection & Closing the Circle (1 to 1:30PM)

- Individual reflection: key insights, shifts in mindset
- Peer feedback—what did others observe about your approach?
- Open discussion, final reflections