



# Table of Contents

- Introduction
- Horse non-verbal communication
- What Horses teach about Leadership
- What Horses teach about Forces & Drivers

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# Program Team

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# Horses communicate through Body Language

While horses can use verbal communication, they use it for calling, the most is non-verbal communication.

These are some of the ways that a horse communicates:

**Ears**

**Head Carriage**

**Forelegs**

**Hind Legs**

**Muzzle**

**Eyes**

**Tail**



## Ears

### Horse Body Language

*Turned out to the side*

*Turned back*

*Rapidly swiveling*



# Head Carriage

## Horse Body Language

*Lowered*

*Elevated*

*Snaking*



# Legs

## Horse Body Language

*Standing splayed*

*Pawing*

*Stomping*

*Striking*

*Cocked*

*Raised*



# Muzzle

## Horse Body Language

*Drooping lip or slack mouth*

*Chewing*

*Clacking teeth*

*Flared nostrils*

*Gaping mouth with visible teeth*





# Eyes

## Horse Body Language

*Tension*

*Rapid darting*

*Whites of the eyes showing*



# Tail

## Horse Body Language

*Raised*

*Flagged*

*Clamped Down*



# What Horses Teach about Leadership

## Horse Body Language

Leadership to horses is about **RESPECT**, not fear.

Old school Leadership: through fear & submission

Leadership through **fear and intimidation** resolves in:

- Detachment
- Stressful environment – Walking around on eggshells
- Fearful and suppressed subordinates

Leadership through **mutual respect** resolves in:

- Attachments
- Open environment where ideas can be expressed
- Loyal and motivated subordinates



# What Horses Teach about Leadership

## Horse Body Language

### Body Language

- Not only brute strength, but the smallest flick of an ear can move an entire herd

### Group Leadership

- Horses are social animals, and their safety and security is tied to the herd. The herd decides where to move, drink and eat. Everyone in the herd knows who the leader is.

### Authenticity

- There is no ego in the herd. No social position, title or qualification makes you the leader. It is purely authenticity.

### Change

- They are highly adaptable to different and new environments.



# What Horses Teach about Leadership

## Horse Body Language

How do you lead through mutual respect?

- Be consistent
- Clear
- Listen to and promote people
- Do what you say
- Mean what you say

You cannot let your horse – or your team – push you around.  
If you do not provide the leadership, the horse will.



# What Horses Teach about Leadership

## Horse Body Language

When you approach a horse, they are asking themselves two questions.

1. **Can I trust you?**
2. **Can you lead me?**

**Question:** What are you doing currently to answer yes to those two questions for your current employees?

What can you do to answer yes to those 2 questions for new recruits?



# What Horses Teach about Forces & Drivers

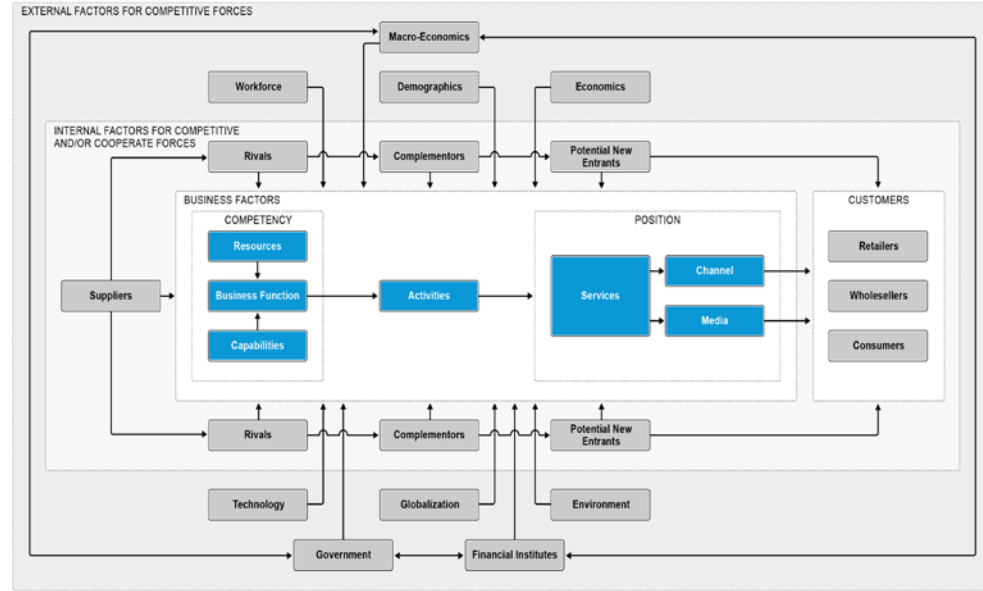
## Horse Body Language

Being Aware, Alert and Adaptable is key to leadership.

**Horses are always aware**

They'll use their senses to search for food or travel further afield to find the sustenance they need.

This lesson that we learn from the horse helps us to be aware of the environment we are in.



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# QUESTIONS?

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