



# Leading Edge *Professional* Development



**Leading Edge**  
*Professional* Development

For more information and bookings:

[leadingedgeprofessionaldevelopment.com.au](http://leadingedgeprofessionaldevelopment.com.au)

# L.E.A.P. AHEAD

## SPORTS LEADERSHIP & TEAM DEVELOPMENT

*Lead ~ Excel ~ Align ~ Perform*

### Leadership & Team Development...with a difference

Whether in the boardroom or on the field, strong leadership and effective teamwork can mean the difference between an 'average' and an 'exceptional' performance. Our **L.E.A.P. Ahead** programs have been specifically designed to elevate the performance and leadership abilities of Athletes, Officials and Administrators within the sporting industry.

At Leading Edge Professional Development, authentic leadership and team development is our area of expertise and our passion. Our programs develop the self-awareness, leadership and teamwork skills that are necessary to achieve the highest level of performance. We work with clients to design programs that address their specific personal, team and organisational goals.

### What makes our programs different?

Our unique programs offer something no other leadership or team building programs can offer – a genuine accelerator to true self-awareness, inner leadership and teamwork.

**How do we do this?** We work with co-coaches who are totally honest and give immediate and unbiased responses to individuals and group, closing the feedback loop in the present moment.



### We work with horses! Yes - you read that right - horses!

The power of equine assisted Leadership & Team Development programs has long been recognised by leading sports psychologists and mindset experts as an effective tool for developing and maintaining high performance teams. Horses are the ultimate addition to a team. As prey animals, they have incredibly astute senses and are highly sensitive to the energy, intention, actions and body language of humans. They serve as a barometer for non-verbal communication, energy and intentions giving the individual a better understanding of their impact on others.

*Quite simply - horses make the invisible visible.*

Horses don't judge appearance or have preconceived ideas about who people are. They don't care if an individual is the CEO, Coach, Captain or new person on the team. They do, however, pick up on incongruence between actions and intentions. People pick up on this too – however, but it can be difficult to verbalise when something doesn't feel quite right. As horses have no agenda, and know nothing about the team or organisation's politics, they highlight this inconsistency instantly and honestly. They work solely on how it feels – they cannot function any other way. Horses respond to the real person.

*if we are willing to take  
on board their leadership  
lessons, horses are a  
leveller that no human can  
match.*





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## How does it work?

Our **L.E.A.P. Ahead** programs are tailored to meet specific client needs and include a combination of immersive experiential learning with horses, robust group discussions, individual reflections, practical accountability tools and additional workshops.



## Working with horses

In the horse based components of our programs, participants are assigned into small teams and partnered with one of our horses. Together, through positive interaction and teamwork, they tackle various tasks to achieve specific objectives. Through these activities with our horses, participants build greater awareness of themselves and their team mates. They improve communication and leadership skills, focus and motivation. Developing emotional intelligence, self-confidence and self-awareness lays the foundation for truly authentic leadership.

Our experienced leadership coaches guide participants in interpreting their horse's responses to individual and team interactions. They assist in examining how these responses apply to an individual's leadership style and team dynamics when paralleled back to the sports field or office environment. To close the loop, as soon as the participants adjust their behaviour in relationship to their horse and human teammates, the team moves forward.



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## Additional Workshops

We offer a range of additional workshops that complement the experiential learning with horses sessions or can be stand alone.

Whether planning for the next season, looking for mid season support or a post-season debrief, our programs can be tailored to meet your objectives as a half or full day workshop or in multiple sessions through our premium packages.

Our most popular sessions Miro & Goal Setting and detailed below. Please contact us to discuss our broad range of additional workshops.



## Sport Smart - Goal Setting

At all levels within teams and organisations, goal setting is a vital tool for development. In our Sport Smart workshops, participants are guided in identifying and articulating their individual goals and together aligning these as a team. Under the SMART goal framework, goals are:

SPECIFIC - MEASURABLE - ACHIEVABLE - RELEVANT - TIME BOUND.

Participants leave the session with clearly articulated goals that can be measured and tracked through the year/season.

## MiRo Assessment

The MiRo psychometric assessment tool is designed to help individuals and teams to develop greater self-awareness, perform better and feel happier. It gives individuals, teams, managers and coaches insights into behaviours, motivations, communication, relationships and leadership skills.

The MiRo assessment can generate:

- Individual Leadership style reports
- Individual Communication style reports
- A detailed team report providing a clear 'map' of the teams behavioural modes (a highly effective tool for coaches/managers).



## MiRo supports individuals and teams to:

- ✓ Understand how best to work with teammates
- ✓ Build strong and effective relationships
- ✓ Become better leaders
- ✓ Influence others more effectively
- ✓ Learn to deal with conflict
- ✓ Become more pro-active in the change process
- ✓ Solve problems and make better decisions
- ✓ Effectively integrate new members





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## Leadership Development

The flagship program, **Leadership in Action**, has been designed for Athletes, Coaches and Administrators in leadership roles or demonstrating leadership potential.

Organisations that invest in developing successful leaders truly understand the role that strong, effective leadership plays in building team success. The program supports your leaders in doing just that!

Leadership sessions can be run as a full day or half day program or over multiple sessions through our premium program. We work with leaders at all levels including:

- ✓ Senior Administrative Leadership Teams
- ✓ Coaches, Managers and Team Captains
- ✓ Leading Ladies - Women in Sports
- ✓ High potential individuals
- ✓ Emerging Leaders



### What distinguishes a great leader from a good leader?

Self-awareness is an essential trait of great leaders. Taking leadership to that next level means not only making the individual leader aware of their unconscious behaviours and biases and the impact these have on the people around them, but how to use this self-awareness to nurture what is working and change what is not.

Horses require clear, authentic leadership and in working alongside our horses, participants receive unique insights into their leadership style. The horses provide a window into an individual's communication and leadership skills as our qualified leadership coaches help them interpret the horse's responses. Your leaders will develop a deeper level of self-awareness and understanding of their impact on others, as well as a supportive environment to develop their skills, build their confidence and ultimately enhance their ability to lead and inspire their teams.



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## Team Development

The **Teamwork with Horsepower** program brings teams together in a unique way to build cohesion and ultimately, to elevate performance whether on the field or in the boardroom.

So what makes this team building program so different? Our horses! Through a series of group based activities with horses, participants build greater awareness of themselves and their teammates.

In order to work through the tasks successfully with their horse, team members learn to adjust their intentions and behaviours. The cause and effect is obvious and immediate and parallels drawn to everyday situations have profound and lasting benefits for positive change.

As a result they improve communication and leadership skills, focus and motivation. Further developing emotional intelligence, empathy and awareness of others lays the foundation for a truly cohesive and effective team. Our full or half-day programs can be tailored in to meet your team's specific objectives.



## Offsites and Kick-offs

Connect with your team at an off-site venue with a difference! Escape to the country near the coast on Sydney's beautiful Northern Beaches. Close to Sydney's major business centres, our Terrey Hills venue offers spacious conference facilities that we can configure to suit your needs, catering options, a beautiful bush setting, and a huge arena with an original mural for your special team event.

Whether for pre-season planning, post-season debriefs or celebrations, our



package includes our Team Building with Horses program for a truly unique off-site experience for your team. In addition, we are close to boutique hotel accommodation and a variety of quality restaurants should you choose a multi-day retreat for your team.





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## Women in Sports



We are incredibly passionate about supporting women of all stages of their careers to be the best versions of themselves. Our unique formula empowers women to move forward in life with confidence, awareness and authenticity.

Our dedicated women's leadership programs help participants identify their unique leadership style and develop the skills for success in new or progressive leadership roles. Our programs identify and target the skills needed to take your leaders to the highest levels of performance.

### **We work with a range of Women's groups including:**

- ✓ Female Athletes, Coaches and Administrators
- ✓ High Potential Individuals
- ✓ Emerging Leaders & New Graduates
- ✓ Women re-entering the workplace after prolonged break including maternity or carers leave



# Frequently Asked Questions

**COVID-19:** We are a Covid safe environment and follow current government protocols.



## What group sizes do you work with?

As small as 4 and as large as 24 (by providing a rotation of workshop activities and arena time with the horses). Workshop activities have been selected as they compliment the equine component. Larger groups can be catered for – contact us to discuss.

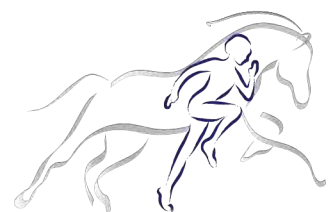
## Do I need experience with horses?

Absolutely not. Our programs do not require you to ride a horse, so no prior experience is necessary. We inform every group of the rules and safety precautions to take around the animals and the arena. We always put safety first and we can accommodate everyone's different comfort levels around the horses.

## What is included in our programs?

We work with clients individually to determine their needs. Our programs are then tailored to meet these, however a general Team and Leadership Development program would include:

- ✓ Leadership or Team Development with Horses session(s)
- ✓ Individual and/or team Leadership and Communication style analysis
- ✓ Comprehensive and facilitated debrief and evaluation sessions
- ✓ Detailed handouts and worksheets
- ✓ Morning/afternoon tea and refreshments
- ✓ Catered lunch
- ✓ Corporate gift for each participant
- ✓ Photo portfolio





# Frequently Asked Questions

## What If I'm scared or don't like horses?

**No worries!** If you aren't being pushed out of your comfort zone, you aren't learning. This is an opportunity to overcome your fears or preconceived notions. Some of the people who have attended our workshops have started out a little nervous, but by the end of the program, they have all learned more about themselves and overcome their fear.

## What happens in cases of inclement weather?

We have both outdoor and covered arenas. However extreme weather conditions can make the day unpleasant and even unsafe. In these rare cases we work with clients to reschedule.

## Do we ride the horses?

No, all of our work is out of the saddle. You will work alongside the horses as part of your team for the best and true response from the horse and the most beneficial way of learning for you.



## Do I need certain clothing?

We do have certain safety requirements including closed toe shoes (flat soled, leather boots are best but running shoes and gumboots will also suffice) and dressing in comfortable, weather appropriate clothes. We do have some weather and footwear available, however not in all sizes. Helmets are not required but are available for those who would like to wear them.

## Where do you run your programs?

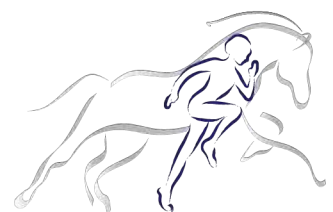
We are centrally located in the Sydney Northern Beaches' suburb of Terrey Hills, just 25 kms from the Sydney CBD and even closer to business districts such as North Sydney, and the North Shore.

## Are you Certified?

Yes, all our coaches and facilitators are certified through Equine Connection – The Academy of Equine Assisted Learning and accredited by the governing body, The EAL Network. Our Lead facilitator is also an accredited MiRo psychometric assessment practitioner.

## Are You Insured?

Yes, we carry extensive insurance for ourselves and those who attend our courses. A copy of our certificate of currency is available on request.





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35 Laitoki Road, Terrey Hills, NSW 2084

[info@lepd.com.au](mailto:info@lepd.com.au)

[leadingedgeprofessionaldevelopment.com.au](http://leadingedgeprofessionaldevelopment.com.au)