
HorsEcutive^(™)

Training Emotions, Enhancing Awareness

The Structure of the standard HorsEcutive^(™) Program

The HorsEcutive^(™) Program can be offered both as a course for individuals who need personalized coaching expertise (e.g. Executive Coaching) and as a leadership training course for groups. The program is normally customized to the needs of the client; however, the structure is usually developed along the lines in the table below.

The idea behind having the team building experience after the individual training is that only after each individual has achieved new insight and stronger empathy, is it possible to truly strengthen the team.

Program Deliverables

The result of this behavioural training gives us new insight and abilities that are useful both in work and non-work related arenas, namely:

1. To be clear and more harmonious in communication
2. To strengthen self-reliance, thus becoming more open and empathic
3. To nurture intuition
4. To strengthen self awareness and capacity of concentration

Indeed these are the key elements in:

- Leadership
- Strategy identification
- Organizational changes
- Negotiations
- Client care
- Innovation and Creativity
- Conflict resolution
- Trans-cultural understanding

This program has also successfully been applied to individuals suffering from "burn-outs". The program can also be used complementary to other personality / leadership enhancement programs.

Cost of the HorsEcutive^(™) Program

The cost of the program varies according to:

1. The number of participants
2. The place where the program is carried out

Presently FMGroup holds courses in Norway, Italy and the rest of Europe. Other locations are of course possible. References are available upon request.

HorsEcutive^(™) – Typical structure of the Program				
Type of meeting	Duration	Issues	Who participates	Notes
1st Plenum meeting	4 hours	<ul style="list-style-type: none"> • Approach and its philosophy • Goals of the program • Q&A • Practical demo 	The group	
1st individual session	2 hours	<ul style="list-style-type: none"> • Leadership • Body language • Capacity to include 	Each individual alone	
2nd individual session	2 hours	<ul style="list-style-type: none"> • Discussion of "what happened last time" • Leadership • Body language • Empathy • Ability to motivate • Ability to follow up 	Each individual alone	Takes place preferably at least 2 weeks after the previous session.
3rd individual session	2 hours	<ul style="list-style-type: none"> • Discussion of "what happened last time" • Leadership • Openness • Dialog • Setting the borderline 	Each individual alone	Takes place preferably at least 2 weeks after the previous session.
4th individual session	2 hours	<ul style="list-style-type: none"> • Discussion of "what happened last time" • Leadership • Empathy • Intuition • Creativity • Conflict resolution • Setting borderlines • Group dynamics 	Each individual alone	Takes place preferably at least 2 weeks after the previous session.
5th individual session	2 hours	<ul style="list-style-type: none"> • Discussion of "what happened last time" • Leadership • Motivation • Intuition • Creativity • Conflict resolution • Setting borderlines • Group dynamics 	Each individual alone	Takes place preferably at least 2 weeks after the previous session.

2nd Plenum meeting	16 hours over 2 days	<ul style="list-style-type: none"> Sum up after the individual sessions Team Building Seminar (TBS) 	The group	Takes place preferably 4 weeks after the previous session.
Individual follow up	2 hours or more	Ad-hoc coaching	Each person alone	Starts 3 months after TBS; repeated once every other month or more often.
Group follow up	4 hours or more	Group coaching – Strengthening the team	The group	Starts 4 months after TBS; repeated every third month or more often.

