

INSTITUTE OF THE SOUTHWEST

THE EQUUS
experience

Awaken inner authority & clarity

Equine-facilitated discovery
of leadership, communication
& relationship skills

tap into

TRUST

intuition

SELF-MASTERY

wisdom

POWER

creativity

AUTHORITY



THE INSTITUTE OF THE SOUTHWEST
and
The EQUUS *experience*®



A thriving, sustainable organization must continually re-calibrate, adapt, learn and grow in tandem with how life evolves, assisted by a few simple, ancient, fundamental principles that reveal themselves everywhere — if we would only stop and listen.

The blueprints for those principles are found with horses, generations of collaborative communities, and indigenous governance throughout Northern New Mexico

Thank you for your interest in The EQUUS Experience[®], a creative, playful, remarkably powerful mind-body approach to leadership, teambuilding, personal and professional development, and effective change.

We design our work to meet the unique demands of our clients, and craft custom experiences based on those needs and requirements. By engaging horses as facilitators, within the context of Northern New Mexico's rich traditional culture, we provide experiential opportunities that evoke ancient, eternal, proven models of leadership and innovative collaboration that have successfully served peoples for hundreds of years.

Our working principles draw on our experience with horses; the self-governance of 400-year-old *acequias*, (*community irrigation systems*); relationships with traditional native pueblo leadership; and grassroots, volunteer-driven, barn-raising, micro-granting networks that have grown and served communities for generations.

We have distilled simple, playful, thought-provoking and deeply engaging ways of learning *how things work* – revealing the most elemental, “inner physics” that live within, and shape, all of our choices and decisions. These universal principles include:

Honesty and authenticity
Collaborative leadership
Radical sufficiency
Introspection
Presence

Service
Creativity
Adaptability
Generosity
Intuition

Helping Companies to Thrive

Financial pundits affirm “sustainability” when they witness two successive quarters of net growth in earnings, or discover a “breakthrough in leadership” book after six months on the bestseller list.

Thriving companies calibrate their vision to a longer view. They commit to hiring the right people; insist on frugality of scale, promote creative listening, and lead by following what will best serve. These deceptively simple “physics” have helped define any human endeavor that has proven to be successful and sustainable across generations.

Our work both draws from and supports these essential principles. The EQUUS Experience[®], an innovative experiential learning program of The Institute of the Southwest, is an invaluable tool to help companies feel even more confident that these ancient, essential “inner physics” become more deeply and thoroughly embedded throughout its culture.

The Context – New Mexico: Communities that Reveal How Things Work

We are blessed to live and work in a part of the world where people have worked together successfully for generations. That context consistently informs our program.

Most families in northern New Mexico irrigate their farmland and fruit orchards using an extensive network of *acequias* – hand-dug ditches – in continuous use for over 400 years. The governance of these *acequias* adheres to a few similarly essential principles of “inner physics” to shape its foundational structures – while adapting to often radically changing conditions, through multiple seasons of both drought and flood, scarcity and abundance.

It is intensely collaborative – anyone who receives water from the ditch must play an active, personal part in cleaning and maintaining the ditch. Like a herd of horses, they employ a moveable hierarchy. This simple structure has allowed the acequia system to remain successfully self-sustaining.

Similarly, native pueblo self-governance demands a capacity to find the necessary talents for survival within their own community, an intuitive ability to find the gift in each person, and a fierce attention to the proper timing and size for each new undertaking. Every member of the pueblo is presumed to be a leader in some way – again, a moveable hierarchy. Their form of self-governance has sustained them for over one thousand years.

These two ‘business models’ are neither ‘cutting edge’ nor based on new-age philosophy. The lives of families and communities literally hang in the balance. When people share a covenant to sustain a living, life-giving community, everyone counts. It is assumed that everyone, regardless of wealth, background or status, has some gift that will bring genuine benefit to the common good. This belief is paramount to their success. The EQUUS Experience[®] helps identify and liberate those gifts.

Horses – Our Facilitators – Teach Us How Things Work

The acutely sensitive, intuitive capacity of horses created a system of collaborative leadership that – like the *acequias* and pueblos – benefits from, and works to serve, every member of the herd. They have survived in this way for 50 million years.

They reveal our own power and intuitive wisdom. Without having to digest new organizational theories or leadership models, our work with the horses allows us to know in our bodies what is already present and enduring, to uncover those subtle “inner physics” (the essence of *how things work*) that shape how we live, act, and lead.

Because of this sensitivity, horses are consummate facilitators. In their company, we quickly learn to be present, congruent, and receptive to the slightest shift in environment or relationship, and apply genuine ‘concern for the collective’ in our leadership. More importantly, we learn this in our body. Thus, horses help transmit these “inner physics” used by the *acequia* and Pueblo models into reliable, sustainable, visceral wisdom.

How It Works

In the arena and in breakout sessions, The EQUUS Experience[®] swiftly offers a snapshot of any challenges, questions or gifts within an organization and its people, facilitated by experiential learning with the horses, and deeply engaged circle exchanges that evoke introspection and integration.

Participants are changed through this work. Because they receive together a shared experience, gained through a shared ‘non organizational’ language of something true and fundamental, they can bring that experience back to their workplace and life, consistently referring back to this visceral wisdom together.

No riding is involved. No prior experience with horses is necessary. Physical and emotional safety is a priority.

Participants will:

- **Learn the art of collaborative intelligence**
- **Evoke creativity, courage, wisdom and charisma**
- **Ignite a sense of wonder that inspires how we live, love and work**
- **Recover a sense of playful ease, self-understanding and acceptance**
- **Discover clear, authentic ways to communicate that foster greater trust**
- **Learn effective ways to break the logjam of inefficiencies in work and life**

Program Costs and Time Frames

Half-day – 1:00 pm – 5 pm or, 9:00 am – 1 pm \$235.00 per person

Includes snacks and refreshments for one break.

Full-day – 10 a.m. – 5 p.m. \$430.00 per person

Includes two refreshment / snack breaks and box-lunch.

Two-day – 10 a.m. – 5 p.m., each day \$800.00 per person

Includes two refreshment / snack sessions and box-lunch per day.

Note: Workshop time frames may be reworked to suit the client's needs, ie – two sequential half-day workshops, or one day and a half workshop, etc.

Maximum 20 participants per half-day program. Up to 50 participants if rotated in rounds.

Testimonials

‘You (and the kind, wise horses) helped me immensely in my efforts to demonstrate what total authenticity looks and feels like in leadership, especially in business environments. I learned during every minute.’

Chris Kane, CEO, Pacific Pulmonary Services

‘I now have such a deep appreciation for the innate ability of horses to provide us with immediate feedback as to our true intention. My work with EQUUS has demonstrated to me the power of deliberative leadership and authentic communication in my business and personal life. This experience has truly transformed the way I lead my company. I continue to work with EQUUS whenever I have the opportunity.’

Cheryl Young, President, Securities Compliance Advisors LLC

‘The experience continues, even a month later, to work so deeply in all of us that we have shared them with family, friends and colleagues since that memorable session.’

Charles Amico, President, Creative Directions

‘I quickly learned that you always know where you stand with the horses. I started to feel completely awake when I was in the 'zone' of what wants to happen. I learned it was about responding to what's happening moment to moment.

Exercises were introduced with humor, clarity and authority, further illuminating the intuitive relationship with horse wisdom and natural magic. After becoming exposed to the insight of this practice, it's impossible to view the world in quite the same way.’

—*Marcia Lyons, Performance Artist*

About The Institute of the Southwest

The Institute of the Southwest is dedicated to the liberation of wisdom, collaboration, wholeness, and transformative change. Our consultants have over 75 years’ experience working nationally and internationally with individuals, groups, families, corporations, organizations and governmental institutions. The EQUUS Experience® is one its programs.

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