



WHY HORSES?

Horses naturally and honestly reflect and respond to the truth of who we are and our way of being in the world. Their thriving depends on living in the present moment, sensing who and what is in their environment and making accurate assessments.

Tuning into the subtle clues that we give, they respond to what we are actually communicating, not what we think we are communicating. They sense our level of clarity, intention and direction – often before we even do. To stay in effective connection with each other, horses have strong social instincts for how they respond, communicate and negotiate.

Horses aren't interested about our power, position, title, resumé, degree or salary. They simply offer us the chance to gain honest awareness of our truth and presence. They give us the chance to learn in the moment what is often difficult to learn on our own about our selves and our relationships.

Working with a large animal that has about a 360-degree range of senses and with similar social instinct to ours, creates a shift in our selves, an awakening of awareness that allows change and growth to happen in the present moment. By employing Equine Guided Education as a learning process, we gain valuable insights and transformational experience from the horse as our guide in leadership. The word 'guide' literally means, "one who shows or indicates a way."

Lucinda Newman

Founded Horses and Pathfinders, LLC in 2005 by blending her practical knowledge in Organizational Development and Business Consulting with her training and certification in Equine Guided Education. With extensive experience in business development and leadership development, she is a forerunner in the Equine Guided Education field for the last decade.

Lucinda utilizes her teaching and coaching skills to guide and support others to break through obstacles and realize their professional and personal goals. Lucinda and her horses have empowered hundreds of individuals and groups to make a difference in their lives, their work and the world by following her step-by-step methods.

Lucinda earned a Master's degree from Vermont Law School and holds various training certificates in Holistic Business Development, Conflict Resolution, Nonviolent Communication and Women's Empowerment. She is a Certified Equine Guided Education Instructor and a Certified Business Coach and Consultant.



Central Vermont Location

Horses and Pathfinders is conveniently located 3 hours northwest of Boston, 2 hours south of Montreal, 30 minutes southeast of Burlington, 10 minutes west of Montpelier, in the pastoral heart of Central Vermont.



6899 RT 100B, Moretown, VT

horsesandpathfinders.com

questions@horsesandpathfinders.com

802.223.1903



**STRENGTHEN YOUR
Leadership.**

**STRENGTHEN YOUR
Team.**

**EXPERIENCE THE
Transformation.**



**HORSES &
PATHFINDERS**
Leadership & Team Development



LEADERSHIP AT EVERY LEVEL

Leadership doesn't come from a book. It comes from hands-on learning. And, an effective team is the cornerstone of a successful business. Our customized 1, 2, or 3-day equine-guided retreats will transform your path to becoming an effective leader and uncovering your team's potential.

- Communication
- Vision
- Confidence
- Goal Achievement
- Individual and Group Awareness
- Problem Solving
- Relationships
- Trust
- Respect
- Work/Life Balance

"Lucinda accomplished getting the team to communicate more with each other and to understand others."

Sue Keenoy
Blue Cross and Blue Shield, VT

- Teams typically have 4-10 participants and a whole event may hold up to 30 people.
- No horse experience is required and we do not ride the horses.
- Customized retreats and development programs run for 1 or more days, as well as fit into wider development programs depending on situational needs. A minimum of 2 days is strongly recommended for overnight integration process and offers the most effective results.
- Optional: follow-up management coaching by telephone for 3-6 months can be scheduled.
- Contact Lucinda to discuss expected development outcomes, create your event plans and make your reservation.



BUSINESS, GROUP & CUSTOMIZED

Located in beautiful Central Vermont, our customized, results-based, equine-guided workshops or group retreats will:

- Reveal the leader within
- Create more team cohesiveness
- Develop an overall more productive business or organization

We spend a lot of time at work. We want to be leaders who inspire our employees to achieve their best. We want to enjoy our work and our fellow employees while getting our work done and being proud of it. When we enjoy our work and those with whom we work, we are happier and more successful.

"Our leadership development had a deep and meaningful impact. Horses & Pathfinders offered such a warm and inviting setting—key elements for deep learning."

Miriam Novotny,
Executive Director of Mosaic Learning Center

"You don't build a business - you build a team - and then the team builds your business."

Lucinda Newman,
Adapted from Zig Ziglar

Effective leadership and cohesive teams are crucial to a company's success and bottom line. Horses & Pathfinders has been training leaders and teams to discover and learn new possibilities for a workplace that is safe, productive, and creative. An equine-guided workshop or retreat is the perfect way to boost individual and group potential.

