



The Cowboy Solution

Leadership/Team Development 201

Want to make your next team building activity live up to its true potential? Integrate the team building with real-time work goals. Building a cohesive team through experiential exercises that simulate real world applications is the first step in having a successful planning meeting. Communication is improved and a new dynamic whereby participants are more willing to participate is created.

Let The Cowboy Solution help you by providing a unique training experience. Working with horses as facilitators, participants learn how to build strong partnerships and then get to experience using them to achieve success. We provide an environment where transformation takes place.

*I recently took my leadership team to The Cowboy Solution for a team build. At first a few were skeptical. However, after two days my team had a new vocabulary related to leadership. It was the best team building I have experienced. You see your team celebrate the success in each other and take abstract concepts and see them happen through the work with horses. A great place in the country where teambuilding atmosphere is present. **Kathy Kanocz; VP HSE, Statoil***



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Training Goal

The goal of the training is to introduce participants to the back-to-basic principles necessary to build strong team partnerships and the individual's role and responsibility in the process. Participants will work with horses in an experiential environment in each session to apply learned principles to real world situations and experience success. In addition, participants will have the opportunity to combine training with company planning sessions.

Day One Overview

Day One activities are centered on building a strong team and developing a culture of earned trust and good communication. The experiences of the day provide a solid foundation where company planning can be more successful.

Morning Session: After coffee and conversation, participants work through a series of interactive exercises to experience the basic principles of successful leadership and powerful partnerships. All of the morning sessions focus on personal change and responsibilities. At the end of each session participants relate the learnings to real-world applications and discover ways to implement what has been learned.

Morning sessions include...

- Personal Responsibility
- Who am I, Who are you
- The Role of Trust
- Using the Tools That Build Trust

Afternoon Session: After lunch participants experience using the principles from the morning session in real-world applications with an emphasis on building and using strong teams to achieve success. Application and defined action are stressed.

Afternoon sessions include...

- Team Actions That Earn Trust
- Specific Processes and Procedures
- Application and Actions
- Commitment
 - Team
 - Personal

Evening Session: After the day of training participants are able to relax around the ranch and reflect on the day. After a social hour, dinner is prepared by our executive chef or our award winning chuck-wagon chef and served under the stars.

The Sprit of the Campfire – Reflections of the Day: As an end to the program participants are able to sit around the campfire and reflect on all the events and “learnings” of the day. This session is one of the most powerful and provides a great atmosphere for genuine team and personal commitments.

Day Two Overview

Day two activities allow for company planning sessions combined with two sessions of The Cowboy Solution training. Having gone through the training of the prior day, participants are more open to others and more willing to participate in discussions.

Morning Sessions: After a cowboy breakfast, participants work with the horses in a short session to refocus on the learnings and commitments from the prior days activities. After this brief re-focus, teams work together to create specific actions and make commitments to help take the learning back to the office.

Morning sessions include...

- Team refocus
- Company planning
- Team wrap-up with The Cowboy Solution
 - Actions
 - Commitments

Lunch

Afternoon Session: After lunch is open for additional company planning.

** It is highly recommend that The Cowboy Solution wrap-up be the final session of the event. We have found that this session is great to finish off the total experience and helps motivate the team to action.*