



Developing Key Skills for Emerging Leaders

Case Study



Overview

A regional financial institution approached The Collaboration Partners to learn about our Emerging Leaders Program. They had exhausted traditional classroom methods and were not seeing the results they needed.

Challenge

The Director of Human Resources reported specific leadership capabilities needing development that included self-awareness, delegating, giving and receiving feedback, the ability to set healthy boundaries, and take calculated risks.

The Solution

Two of the organizations' Senior Leadership Team joined us for an introductory session to help us orientate to their specific goals and business needs. We then conducted a half day workshop with eleven of their mid-level leaders.

The goals identified by the mid-level leaders were:

- Setting healthy boundaries
- Delegating
- Clear communication
- Patience
- Building confidence in team members
- Work collaboratively

The ½ day workshop began with each participant setting an individual leadership development goal and learning how horses teach people about themselves as leaders.

Following a safety demonstration, the group was divided into teams of four people to work with a horse or horses and a coach/facilitator from our team.

The activities with the horses allowed participants to engage in practicing leadership capabilities, receive immediate, non-judgemental feedback from the horses, and then try new skills without fear of damaging relationships.

Exercises included

- Individuals meeting their horse partner and practicing leadership
- Small group exercise to accomplish a goal with their horse partner
- Full group exercise to practice cohesive teamwork



The end of the day culminated with a final debrief period where each participant shared a key insight from the day and how they would apply that learning in their work environment.

Participants enjoyed working together and learning to recognise their strengths and key challenges, emphasized in the feedback from the horses.

Result

The participants learned how to set boundaries, delegate to other team members, communicate information to accomplish a goal, and how to ask for help.

A key outcome was the self-awareness gained by participants as well as the opportunity to try new solutions while working with the horses.

The participants also benefited from being open to different strengths and learning styles.

One participant noted:

“ This was a huge eye opener for me to see that every person that you work with is different and have styles that may be different than your own. ”

Reflection assessments confirmed the positive learning outcomes of their experience, with individuals sharing their own "Aha" moments in the final debrief session:

Embrace discomfort

Importance of verbally communicating expectations

I can do hard things

Speaking up when I have ideas

Less pressure can get results

Be open to adjusting the goals

Ask for what you need

Keep going forward

Communicating mental states is important

Learning through failure

I have more confidence than I thought

Clarity of roles is important to move forward

A follow-up survey was sent to workshop participants 90 days after the experiential leadership workshop with the horses, to reflect on what they had retained and applied:

100% of respondents stated the experiential workshop with the horses was most impactful in helping them gain self-awareness of behaviours hindering their success as leaders.

Summary

The goals set by participants at the start of their experiential leadership workshop with us were themes we see regularly in our work with emerging leaders:

Setting healthy boundaries, delegating, clear communication, and how to ask for help. Young leaders want what every other person in a leadership role wants: to be respected; to be seen as competent; and to have the opportunity to contribute to the success of the organization.

“ Working with horses is the most honest way to see your challenges.”

- Emerging Leader Workshop Participant

If you have a team of Emerging Leaders who need to be fully equipped to Lead in your organization, contact us to find out how we can help them be successful.

Contact us: ginny@thecollaborationpartners.com | 419-651-6854



The Collaboration Partners believe in the power of the collective, and that great things happen when we find new ways to collaborate and work together.

For any business to be fully successful it must harness the potential of every member of the team. Leaders, employees, stakeholders, investors, and their supporting communities, each play a vital role in how a business performs, and each represents an opportunity for improvement and growth.

This is where we come in. The Collaboration Partners works to connect people and ensure they harness their individual and collective potential. We believe that through facilitated collaboration we are able to help transform individuals and ensure organizations are aligned to common goals, perform better together, and are as powerful as humanly possible.

Our Programs

Addressing Diversity



The Collaboration Partners help businesses address diversity and equity challenges by starting within the organization themselves, and the people that lead them. Understanding individual perceptions and beliefs enables participants to experience having difficult conversations around diversity and inclusion, in a collaborative environment where safety and the acknowledgement of everyone's humanity is the priority.

Team Development



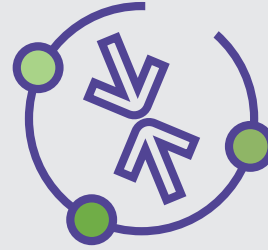
The Collaboration Partners helps teams reconnect and recalibrate to be prepared to work more cohesively in accomplishing strategic goals. We help teams gain awareness of their strengths and challenges, learn to understand the power of different perspectives, what effective communication looks like, and how to manage conflict.

Emerging Leaders



Our leadership program helps create awareness of the challenges we face as individuals and as teams while developing the skills necessary to make ourselves and the businesses we work for, the best that they can be. Throughout our interactive sessions participants will learn how to manage diverse personalities, resolve conflict among team members and set healthy boundaries to create a collaborative work environment where everyone thrives.

Coaching & Consulting



Our coaching and consulting services help leaders and team members understand their own strengths, the strengths of their colleagues, and how they can work more collaboratively. Using facilitated interactive sessions we enable people to quickly connect with colleagues to uncover the beliefs, perceptions, and assumptions that are preventing the team from moving forward. Each session is customized to meet the strategic needs of your organization and can incorporate assessments into the experience so you can apply the learnings and start making progress quickly.

Our Approach

Our team of human and equine partners will guide individuals and teams to better understand the barriers that are limiting success today, along with helping develop new skills and understanding in order to collaborate effectively and create improved success tomorrow.

Ginny Telego, President and Founder of The Collaboration Partners

Ginny is a highly qualified and experienced facilitator and coach. She has extensive management experience in many diverse corporate environments and is dedicated to coaching individuals and teams to help them find ways to becoming better leaders and team members through proactive collaboration, both within their corporate organizations and the communities where they live.

Ginny is passionate about helping people achieve their potential in whatever they are doing and is committed to creating highly inclusive programs that maximize the experience for participants working and learning from horses. She has travelled and taught leadership and team development internationally, while actively training other facilitators in the equine assisted learning field.

Ginny has a bachelor's degree in Organizational Management, a Master's degree in Business Psychology, and is a Certified Advanced Practitioner and Master Trainer with the Equine Experiential Education Association (E3A). She also serves part-time as the Executive Director of Leadership Ashland, is on the Board of Directors of E3A and a member of the Ashland Noon Lions Club.

Ginny and her husband, Greg, live on their farm in Ashland, Ohio with their five horses, three energetic Australian Shepherds, and are owned by a sassy calico cat.