



Bring Your Team Together In An
Entirely Different Way With Immediate &
Lasting Results.

Experiential Learning Training Solutions

Unforgettable Learning begins with doing.

Team and Leadership Solutions.

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Thank you for considering us for your team-building and leadership development.

The Matanya Effect has only been established in Kinglake since May 2017 however the programs we are licensed to use and the organisation we are accredited under (Equine Connection Inc.) have been established since 2009 and they have been executing outstanding team events throughout Canada, USA, Australia and New Zealand since then. They are approved by the Canadian Board of Education, and have many esteemed organisations as clients both commercial and not for profit.

About us.

Your hosts, Karen Ostenried and Bernie Svoboda have been practising natural horsemanship for over 20 years with great success and see Equine Assisted Learning (EAL) as a practical application of horse behaviour to teach humans powerful life and business skills. Karen is an experienced facilitator and specialist trainer with backgrounds in medical science, operations, performance training and outdoor education.

We specialize in lasting change and immediate results to improve the profits of any organisation, through our experiential objectively driven training. Our unique, fun and innovative programs/sessions are a great way to retain and transfer the learning into the workplace. We offer a variety of programs that have been researched, tried and tested to fit the teams/individuals' solutions to their businesses.

We add a horse to the mix with your team! NO riding. These non-judgemental, honest and “will-tell-it-like-it-is” horses are the teachers. If a horse doesn't have a leader, they will become the leader. The only way to learn and retain skills is to step out of our comfort zone.

Why Horses?

They are a prey animal.

This means their senses are highly astute. They can hear our heart beat and they will react to the slightest changes within a team - allowing facilitators to find those “teachable moments” for your staff.

They are just like us - sort of.

Horses have a lot to teach us, but they are also a lot like us. Herds to horses are teams to people. Horses require a leader that they trust and respect, just like we would love to have in the workplace. These parallels give us the ability to relate everything that happens in the arena to real life so that what you learn really sticks!

Quite simply, the horse does the teaching; facilitators are there to offer explanation and provide guidance as they work through to the solution. Working with horses creates memories that we can apply to our lives and retain far longer than sitting in ‘just another classroom’. Lasting change, because you can't fool the teacher, means you must be authentic!

We are the one venue that will look after all your development needs through customized objectives and outcomes for your organization. We build the program based on your business values and team requirements.

When you invest in your team, you want results for both time and money that is spent. So how the heck are we different than other team building events you have tried? Participation, retention, fun and oh yeah.... a horse!

- Your team will work with a living, majestic and huge animal, the horse who can only tell the truth, give immediate honest feedback and is totally non-judgement.
- Your organization is unique and your training should be too. The parallels and connections between humans and horses are so strong, it's uncanny. You will get the results you are looking for.
- We tailor to your needs and budgets. We believe in helping people to achieve all they can so it's important to work within the budgets of businesses so everyone wins.
- The learning is experiential and therefore will be retained!

There are always three main attributes to a successful employee; knowledge, skills and experience. Knowledge can be memorized and now is freely available, experience is gained over time but **SKILLS** are the foundation of learning to be able to utilize the knowledge and experience any employee has gained.

At the most basic level of all skills are interpersonal communications skills, which also tends to be one of the most lacking in today's corporate environment. Horses reveal the hidden dynamics of your team or yourself. Program activities are designed to facilitate problem solving that encourages individuals to work cohesively as a team for positive results. This unique style of horse/human interaction is an effective approach to team building and leadership development and is a powerful metaphor for the work environment.

What is the next step?

Connecting with us to discuss how we can help to solve your workplace pains! All the programs are developed by our certified experts specifically for your team and the objectives that you would like to hit in order to bring your team up to the next level.

The following is a brief description of our sessions. Please note their level. Easy to Medium are recommended as starters and building toward the advanced session. Advanced session must have at least one easy or medium session prior to attempting. In every session teamwork, leadership and communication are elements to be expanded and refined.

Team-building Sessions

Starting the Journey and circuit training. (Easy) Building relationships and basic skills.

Participants are encouraged to **develop relationships** differently. They are given a basic understanding of a new and different member and must become familiar with them and how the two can work together.

Tug of War - Push Me Pull You – Give a little take a little. Communication and problem solving. (Medium)

Participants are in teams and challenged to work through the different stations and use creativity and thinking outside the box to turn their horse around. Success will happen when they ‘communicate’ and work together.

Braniac - Who’s The Brain – Listening and articulation without assumptions. (Easy).

Your group will discover the power of ‘articulation’ in order to accomplish the task at hand in these interactive stations. The bonus to this will also be ‘active listening’ by the others in the team.

Trust the Process - Blind Man’s Adventure (Advanced)

Trust is essential in a business and this one pushes participants to the limit! Push your team to a new level of trust that they can bring right back to the office!

Tongue-Tied - Silent Communication – Finding different ways of doing things. (Medium)

We forget how easy it is to tell someone to do a task or what our body language is projecting. The objective is to use silent communication and body language to guide each other’s partners through the obstacles.

Go With the Flow - Thinking Inside The Box (Medium-Advanced)

What does it take as a team to think outside the box? This challenges participants to work through a series of tasks, while emphasizing how they problem solve with plan development and **adaptability being key**. This session uses continuous changes in the environment to add another degree of difficulty to the planning and problem-solving tasks. They will need to become adaptable. It boosts awareness and the need to plan and change plans.

Common Sense- Making Decisions and Problem solving. (Easy)

The obstacles are set up in such a way that each team has to make a decision based on common sense in order to be successful and safe with their horse. This encourages teams to discuss their options and formulate a plan.

Match that Horse- Negotiation.

The team must successfully complete each obstacle and then their horse will select a piece of a puzzle. When they have completed the obstacles, they will have pieces of two or three different puzzles, so they must then negotiate in order to achieve the correct completed puzzle for success. True negotiation is always a win-win.

Build your own course- (Team building and Leadership, change management) (Advanced.)

This combines the plan development process, test and measure and adjustment. Each team (A and B) will chose and objective and then design and set up their own course with at least x elements. They must test and refine. The other team will then go through it. Teams will have difficulty if they do not work together or if their communication breaks down.

Leadership Development Sessions

Red Light Green Light- Focus in a changing environment. (Easy-Medium)

Participants are asked to work through a course which simulates road hazards. The horses become their vehicles and all the team must be completely stopped when the light is red or they will get a ticket. This will test their ability to be very aware on their outside environment while heading toward their goal.

Blind Man's Adventure from Teambuilding is also suitable for leadership. (Medium) See above.

Horse in Pocket- Harness the horse power within your team. (Advanced)

Horses are free in the arena and humans must work as a team to get their horse into a particular spot without touching the horse directly. This requires strategy, planning and adaptability. The horse will be uncooperative if the team is not working as one.

Equine Billiards- The Pony Express (Advanced)

Each person takes a turn to be the CEO, and similar to Horse in Pocket must nominate the goal, pick a team and get the desired horse in the correct position in the arena. Again, horses are not on a lead.

It's All up to You- Choices, Risk verses Reward. (Medium –Advanced)

Each team must choose the level of difficulty they will attempt at each obstacle. The higher the difficulty the greater the reward. The entire team will need to discuss capabilities and then the leader must make a decision, however the entire team will bear the results. If they fail they must repeat the task at a lower level until they achieve success. This will cost them time and receive a lower reward.

Why are we different?

Our, one of a kind, BuildingBlock™ Certified Equine-Assisted Learning Program© will teach your group how four-legged teachers assist participants in learning the power and strength of non-verbal communication and change within themselves. This is a powerful journey of teaching, learning and understanding. This is NOT just a fun day out, well, it is still fun, but it is a skill building session that will give you an increase in profits. We can help you make sure you have the right people in the right positions.

Frequently Asked Questions

What can we expect?

FUN + HANDS ON LEARNING = CHANGE

- Immediate change through experiential learning
- Objective and outcomes tailored to your organization
- Itemization of the issues facing the company (Optional).
- Solid understanding of who is in your team and how to effectively work together
- Great leadership comes with being a great communicator
- Horses reveal the hidden dynamics of your leaders and teams
- All our corporate programs have an accountability element to make sure that skills learned and developed in the arena are transferred back to the work place allowing you to have complete confidence that change will be implementable and long lasting.

Are there additional charges after we book our program with you?

Absolutely not! You will find everything here for your Leaders and Teams. Your program includes:

- Nationally Certified Building Block program
- Certified Facilitators
- Heated training room and fenced arena close to Melbourne.
- A fun, engaging day of hands on skill building
- Catering (discussed when designing program)!
- Insurance Coverage

Why will this program work over others you have tried?

We are one of a kind. We are different. We are unique and we are fun. We have research backing our programs with proven results and outcomes your organization is looking for. The same actions bring the same results. If you want substantial results, then you have found the organization to bring about the change your leaders and teams need to take your company to that next level of profits.

What group sizes do you work with?

As small as 2 and to a maximum of 8. Although we can cater for groups of 12 when combining non-horsey teambuilding and leadership activities in a program.

Do I need horse experience?

Absolutely not. Our program does not require you to ride a horse so no prior experience is necessary. We inform every group of the rules and safety precautions to take around the animals and the arena. We always put safety first and we can accommodate everyone's different comfort levels around the horses. And if you do have horse experience, that's great too! This is not a horsemanship program so you will still get all the benefits!

What if I (or my employees) are scared or don't like horses?

No worries! If you aren't being pushed out of your comfort zone, you aren't learning. This is an opportunity to overcome your fears or preconceived notions. Some of the people who have attended our workshops have started out petrified, but by the end of the program, they have all learned more about themselves and overcome their fear.

What about the weather?

We have to be out there too so we understand the need for a warm environment. We continue in light showers or brief rain periods. We suggest you forward on our session information to your team members so they are appropriately dressed. Your program will take place regardless of the weather unless Code Red Fire danger or Thunder and lightning storms. We do have a heated training room, clean flushing toilets so you will be able to get relief from the weather throughout the program.

Do we ride the horses?

No. All of our work is on the ground. You will work alongside the horses as part of your team for the best and true reaction of the horse and the most beneficial way of learning for you. This way the horse can be its true self and not be "on the job"

What should I wear?

Although chaps and a pair of cowboy boots aren't required, we do have certain safety requirements when it comes to your clothing. Simple things like closed toe shoes and dressing in clothes that you are ok with getting a little dusty. We will give you a full list of these safety measures, of course.

Where are you?

Kinglake. It takes about 1 to 1.5 hours driving for most people!

If you are from other places in the world just ask us where these programs are also being delivered as we have certified facilitators delivering these same programs in NSW, QLD, NT and NZ as well as North America and Europe.

Are you qualified? What are your certifications?

Yes! Karen Ostenried is certified through the Academy of Equine Assisted Learning Inc, a leading organization in Equine Assisted Learning, Calgary Canada. We have certified facilitators all over the world. Karen has Level 2 First Aid, Karen and Bernie both have Working with Children Licenses, and exceptional experience in youth and adult learning techniques, outdoor education, logistics, operations, administration and science.

Are you insured?

Yes, we carry extensive insurance for ourselves and those who attend our course.

I'm allergic!

Knowing is half the battle! Just be sure to take an allergy pill before you come. Please inform us prior to coming. It is possible that some people are allergic to horses, however have never discovered it. We do carry antihistamines however only the non-prescription variety for such occasions and Karen and Bernie are trained in first aid.

What do others have to say about it?

"I just wanted to thank you and your fantastic team (horses included) for a truly wonderful experience that I will never forget.

I am amazed at the self-awareness that your course has awakened in me.

Working with the horses and facing that fear, and presenting in front of the camera completely put me out of my comfort zone, with anxiety levels running high. Yet, I really enjoyed it.

I now have the tools to apply when things don't go the way planned. To take some risks, a leap of faith and see what happens.

I now have a greater understanding that the reward of achieving perhaps not on the 1st, 2nd or even 3rd time trying, but enjoying the journey to getting there in the end. It is the most uplifting feeling. And yes, this is where the magic begins! Fearless!" Tracey Williams, Your New Dentist.



"Today I re-learned to have confidence in my choices to show leadership to others, to expand my focus and look outside the box not just at what you can't do. It reinforced the importance of clear communication. " Katherine Watkeys. (Camp and Programs manager)

"Today was brilliant!!!

*Loving today. I guess I was totally focused on the true Leadership element of the course. I'm competitive and always want to do well. But the horse Indi, made me relax that initial response and be in the moment. Lots more to say. Thank you so much for igniting a passion and even a belief I can push past my own limitations." Sofia Morris.
(Graphic Artist)*



"Three major elements stood out for me today. 1. Observation- I just noticed what I was observing with an open mind and that was paying attention to behaviours. 2. Trust - Building trust by working + communicating differently to get the desired results. 3. Creativity - Ultimately it was the creativity that allowed us to achieve our objectives." Anthony Gardener (CEO)

"Boundaries- setting boundaries and respecting other's boundaries. Working together to problem solve. The need to communicate clearly what you want to do which may involve negotiation and influence. Finally staying with frustration and going through it." Dr. Lise Saugeres, Director.

So call or email us today to organise a meeting to discuss your requirements.

We look forward to enhancing your team.

Karen Ostenried

Director and Lead Facilitator

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