



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

Experiential Learning Skills Development Solutions

Unforgettable Learning begins with doing.

Youth and Leadership Solutions.

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Thank you for considering us for your Life Skills 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 and both holding Working With Children's accreditation.

We specialize in lasting change and immediate results to improve the results 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 life. We offer a variety of programs that have been researched, tried and tested to fit the individuals' solutions to their needs.

We add a horse to the mix with a 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 the individual and the team.

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/community to people. Horses require a leader that they trust and respect, just like we would love to have in life, and just like we would like to be to ourselves. These parallels give us the ability to link everything that happens in the arena to real life so that what you learn really sticks! Youth programs are always curriculum based, and work in a Trademarked building block system, so each session builds on the previous session to achieve long lasting change.

Quite simply, the horse does the teaching; facilitators are there to offer explanation and provide guidance as they work through the solution. Facilitators are not therapists. Not for Profit clients must be accompanied by a case manager or counsellor. 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!

When you commit to a program, you want results for both time and precious resources that are invested. So how the heck are we different than other skills development programs you have tried? Participation, retention, fun and oh yeah.... a horse!

- Your clients 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 clients are all 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 believe in helping people to achieve all they can and will be so it's important to work within the budget of your organisation so everyone wins.
- The learning is experiential and therefore will be retained!

There are always three main attributes of a successful individual; 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 individual 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 environment. Horses reveal the hidden dynamics of any group. 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 life.

What is the next step?

Connecting with us to discuss how we can help to accomplish your mission! All the programs are developed by our certified experts.

The following is a brief description of our sessions. In every session emotional intelligence, teamwork, leadership and communication are elements to be expanded and refined.

The Curriculum in brief

- 1. Starting the Journey**
- 2. Circuit training.**

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.

- 3. Push Me Pull You – Give a little take a little.**

Communication and problem solving.

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.

- 4. Who’s The Brain.**

Listening and articulation without assumptions. (Appropriate Assertiveness)

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.

5. Common Sense. (not recommended for very young or highly traumatised individuals), so this may be omitted following discussions with case managers.

Problem Solving.

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 horses. This encourages teams to discuss their options and formulate a plan.

6. Red Light Green Light.

Focus

Participants are asked to work through a course simulating 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. (suitable for limited abilities and low functioning groups with different abilities.)

7. Match That Horse

Negotiation (True negotiation is always a win win).

Upon completion of each activity the horse chooses a puzzle piece. Puzzle pieces are also awarded for acts of kindness or picking up a code brown etc. At the end all teams set out their pieces to build their puzzles. In order to complete they need to negotiate with the other teams to get the pieces they need.

8. Blind Man's Adventure

Trust and Respect.

A secondary objective is to develop communication skills especially oral and listening skills. (This is only to be run when participants are comfortable with the horses and skills)

Participants will explore subtle body language of pressure/release (feel and sensitivity) and accuracy of words. Overall this builds on each teams relationship and accentuates the importance of mutual trust and respect. Teams are reminded of their team-building skills (leaders responsibilities, plan formulation-evaluation-alteration). They will identify the need of having trust to maintain a strong relationship.

9. It's All Up to You

Choices (Not recommended for young individuals or facilitating individuals with limited abilities).

Sometimes in life we make good choices and sometimes we make bad choices and have to deal with the consequences. No matter what the outcome you can build strong skills that create confidence in each of us. At each obstacle the participants

have to make several choices. The goal is to encourage participants to make the choices for themselves, AND as a team. If their choice leads to failure, the teams are encouraged to return to each station and work through each level of ability until they have success.

10. Horse in the Pocket

Leadership (secondary teamwork/creativity) Must be done when participants have knowledge of herd behaviour from previous exercises as this will be required.

Participants are always encouraged to think outside the box. The challenge is now that the horses are loose in the arena and each team must move a specific horse into a specific pocket without touching the horses. (Not appropriate for any age, recommended degree of maturity.) It will develop;

Competence- clear understanding of herd behaviour,

communication- listening, watching and both verbal and non-verbal

Adaptability- creative thinking, problem solving.

Personal growth- self-esteem, goal setting, personal drive and motivation.

Group effectiveness – individual skills, negotiation skills and teamwork.

Outcomes-

- Understanding of ethical leadership and associated values.
- Valuing the strengths in every team member by understanding their weaknesses.
- Ability to engage and generate passion in others.
- Understanding team dynamics and ability to create an environment that embraces successful change.
- Influencing teams to participate in culminating ideas to find successful solutions.
- Inspires creativity to respond to other team members needs, therefore helping to create better leaders.

11. Silent Communication – Body Language (appropriate assertiveness).

Using silent communication and body language teams of two people guide each other's partners through the obstacles. In each team there is an A and a B, and each team member has a different card and A's don't know what B's reads and vice versa. They have a time out card which they can use, preferably only once.

Outcome;

- Review of senses
- General communication skills
- Understanding of appropriate assertiveness.
- Understanding of “underlying body language” or unintended messages versus intended body language.
- Trust

12. Build your own course- (Team building and Leadership, change management) (Advanced.) Not to be used for young participants and individuals with limited abilities.

Leadership

This combines the plan development process, test and measure and adjustment. Each team (A and B) will choose an 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.

Outcomes;

- Combines all previous skills and puts them to the test.
- Recognising the benefits that come with being flexible and making changes throughout the process (change management).
- Strengthens a group's leadership and teamwork abilities, providing a clear understanding of the responsibilities that come with being an effective leader and how the leadership role can comfortably shift from one person to another as the team builds momentum.
- Teams will find difficulty completing the task if they do not work together or if their communication breaks down.

All curriculum programs culminate with a graduation ceremony to recognise their accomplishments and have a tangible reminder along with their journals of their journey.

Frequently Asked Questions 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 participants skills, confidence, understanding and empathy for others.

The lessons learned are always paralleled back to real life. This is done with step in moments in the arena and then again in the debrief. Participants will receive their own journal at the beginning of their program. If time allows they will fill these in at the end of each session.

FUN + HANDS ON LEARNING = CHANGE

The first session takes a little bit longer (2 hrs) as it includes an in-depth safety briefing as well as outlining the objective of the session. All sessions thereafter take 1.5 hours each which includes briefing of objective, arena activities and debrief. On occasion if time runs out participants are instructed with their supervisor to complete when they go home.

- Trademarked Building Block program (Equine Connection Inc).
- Certified Facilitators
- Heated training room and fenced arena close to Melbourne.
- Fun and engaging sessions of hands on skill building
- 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 clients need to fulfil your mission.

What group sizes do you work with?

As small as 2 and to a maximum of 6. We plan to expand to 12-14 maximum sometime in 2019.

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 clients) are scared or don't like horses?

No worries! If you aren't being stretched 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 (What to Bring) to your team members and clients 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 and nothing too loose and flappy. We will give you a full list of these safety measures, of course. Although it is not a requirement in Australia we ask that youth under the age of 18 wear a helmet in the arena. Adults can choose not to wear them.

Where are you?

Kinglake, Victoria. It takes about 1 to 1.5 hours drive for most people!

If you are from other places in the country or the world just ask us where these programs are also being delivered as we have certified facilitators using these same programs in N.S.W, QLD, NT, soon SA and N.Z plus of course North America and Internationally.

Are you qualified? What are your certifications?

Yes! Karen Ostenried is certified through the Academy of Equine Assisted Learning, a leading organization in Equine Assisted Learning. Calgary Canada location. We have certified facilitators all over the world.

Karen is qualified in Level 2 First Aid and both Karen and Bernie have Working with children licenses, former Respite carers for foster children (Berry St Youth). Survivors of the 2009 Black Saturday Fires, so understand what it is like to lose everything and have nothing. Karen has the added benefit of working with children for over 15 years part time.

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 is trained in first aid. We will ask all clients to complete a confidential medical form especially for asthma and epi-pen requirements. We are not allowed to administer epi-pens which is another reason why a qualified case manager or counsellor must attend.

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.

Our programs work for;

- Youth for life-skills and leadership,
- Youth at risk,
- Trauma recovery, (confidence and self-management)
- Generational harmony,
- Preparation for work or returning to work, (shorter programs)
- as well corporate training. (shorter programs)

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

We look forward to enhancing your organisation's outcomes.

Karen Ostenried

Director and Lead Facilitator.

The Matanya Effect Leadership from Within

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Thank you.