



COMODEXTM
HORSEMAN LEADERSHIP

INDEX

About Us

The Team

Leadership Development

Wellness Development

Why Horses

Programs available

COVID-19

What People Say

Research and Articles

We Give Back

Contact Us



COMODEX
HORSEMAN LEADERSHIP TM

ABOUT US



Our programs are designed to help develop delegates into the leaders they can be and doing it with an exceptionally unique experiential learning experience.

Our leadership and wellness programs are one of its kind, with part one being a theoretical session presented by expert facilitators in each field.

These sessions are very informative and our facilitators make it exciting with a lot of physical and mental activities.

Part two we link the theory with our experiential training using human- equine (horse) interaction.

This method is new to South Africa and we are currently the only company using these profound development techniques.

"Leadership is about relationships and relationships are not possible without communication."

This program is exceptional in the sense that it uses human and equine (horse) interaction to demonstrate competencies and development opportunities for growth.



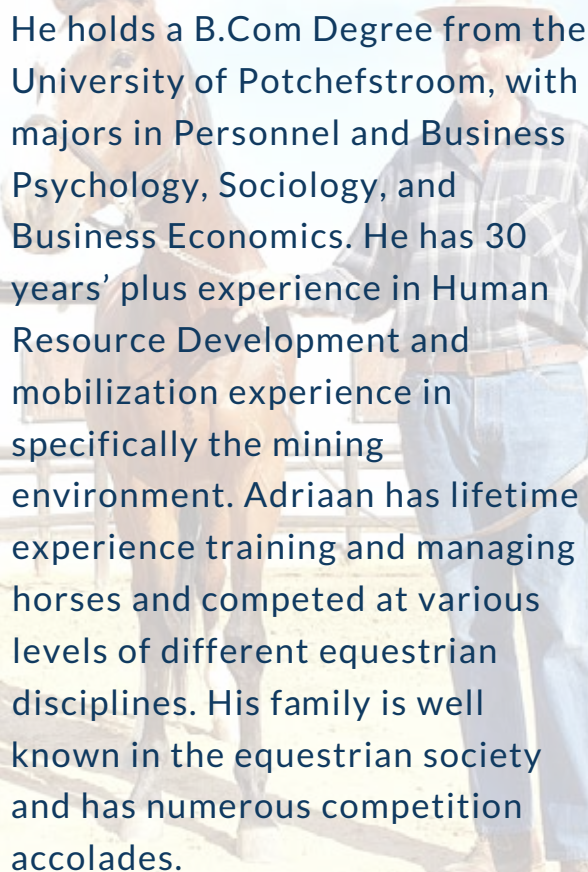
THE TEAM



Our programs are developed by experts in each field. All our theories, methods, exercises, and activities have been studied, tested, and proven to be highly successful.

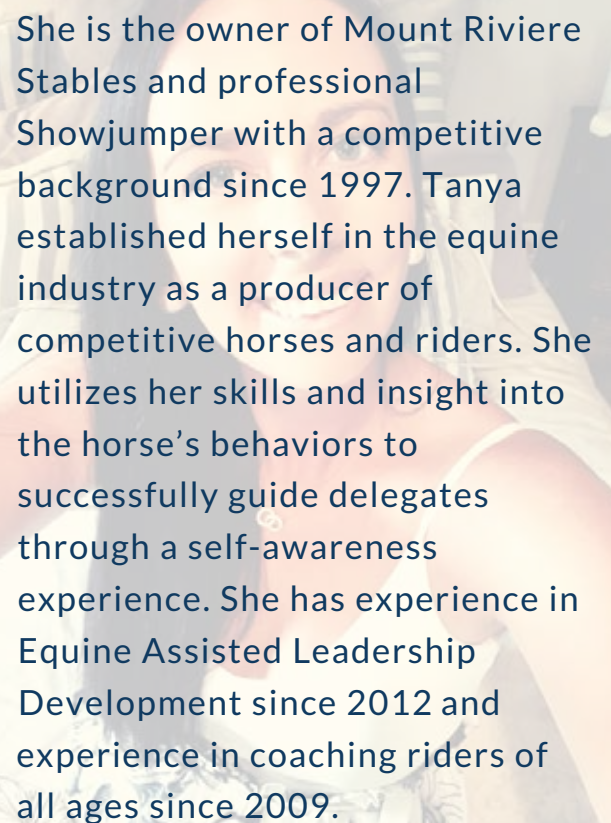
This combination of people and products combined together is one of a kind and world-leading methodology.

ADRIAAN GRAHAM

A photograph of Adriaan Graham, a man with a mustache wearing a plaid shirt, blue jeans, and a hat, standing next to a brown horse in a sandy paddock. The background shows a fence and trees.

He holds a B.Com Degree from the University of Potchefstroom, with majors in Personnel and Business Psychology, Sociology, and Business Economics. He has 30 years' plus experience in Human Resource Development and mobilization experience in specifically the mining environment. Adriaan has lifetime experience training and managing horses and competed at various levels of different equestrian disciplines. His family is well known in the equestrian society and has numerous competition accolades.

TANYA GRAHAM

A photograph of Tanya Graham, a woman with dark hair, smiling and wearing a red top. The background is slightly blurred, showing what appears to be an indoor setting.

She is the owner of Mount Riviere Stables and professional Showjumper with a competitive background since 1997. Tanya established herself in the equine industry as a producer of competitive horses and riders. She utilizes her skills and insight into the horse's behaviors to successfully guide delegates through a self-awareness experience. She has experience in Equine Assisted Leadership Development since 2012 and experience in coaching riders of all ages since 2009.

THE TEAM



**"Our programs are
developed by experts in
each field".**


PIET OOSTHUIZEN

He holds an M Phil degree in Business Ethics from the University of Johannesburg. He is currently busy with his Ph.D. thesis on the topic Virtues and the Meaning of Life which closely relates to the content of the Horseman Leadership Program. He has a lifetime experience in leadership development and is passionate about motivating people to become the leaders they can be.

ILÉ SCHUTTE

She is a Counselling Psychologist registered with the Health Professions Council of South Africa (HPCSA). She completed her Masters degree at the University of Pretoria and has been working in private practice since 2014. Ilé is trained in Interactional Pattern analysis (IPA), sport psychology and experiential learning. She has experience in leadership and communication development and is a licensed Herrmann Brain Dominance Instrument (HBDI) practitioner, which focuses on Whole Brain Thinking and development. Ilé has participated and competed in horse riding since childhood and has always had a passion for horses.

**Leadership: (from old English)
"To show the way, guide,
cause to go with one."**



LEADERSHIP DEVELOPMENT



Leadership is about relationships and relationships are not possible without communication.

This program is designed to grow delegates from the leaders they are to the leaders they can be.

Lead by example means being clear about what you want, understanding those you work with, the way they think and communicate in order to create an enthusiastic and supportive relationship.

Horses do not have a personal agenda. They just respond to who and how you are at any moment. 100% of the horse's communication is non-verbal. They do not understand words, so you cannot smooth talk them. They are experts in non-verbal communication and they are big and powerful. Intimidation is not an option.

As you learn to lead a horse without words and force, you will develop the personal skills to lead your own team by example.



Control

Confidence

Respect

Overcoming
Fear

Trust

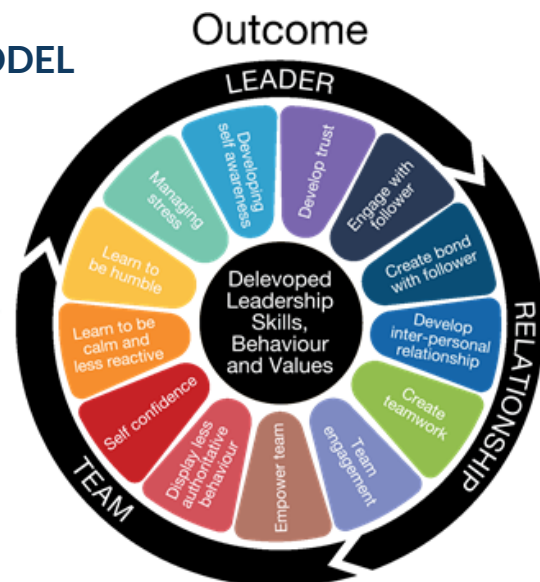
LEADERSHIP DEVELOPMENT



DEVELOPMENT LEADERSHIP SKILLS, BEHAVIOUR AND VALUES MODEL



EQUINE ASSISTED LEADERSHIP DEVELOPMENT PROCESS FLOW AND IMPACT MODEL



WELLNESS DEVELOPMENT



Core Principles

1. BALANCE

Pressure/Stress

Self-care

Limitations: Time/Money

Warning signs and symptoms

2. MINDFULNESS

Awareness

Self-Reflection

Slowing down/living in the present

Acceptance

3. PROBLEM SOLVING/CONTROL

Control circle

Locus of control

Active/conscious living

The overarching concept, on which this program is built, is balance.

Balance is key in many areas and aspects of the universe and all that exists within it.

Any system, in order to run smoothly and sustainably, needs to function in a balanced manner where no single part is over-used and put under unsustainable strain (pressure).

The human being is also a system, comprising of many parts on many levels (physical, intellectual, psychological, emotional, spiritual).

If the system is not in balance or if any one part is put under too much strain, without the required maintenance to sustain it, the system will eventually become faulty (unhappiness, anger-outbursts, lack of motivation, stress), leading to ineffectiveness (sleeping problems, unhealthy coping mechanisms, chronic fatigue, health problems) and overtime may completely collapse (burnout, anxiety disorders, panic attacks/disorders, depression).



WELLNESS DEVELOPMENT

Focus areas:

The first focus area will be the **WHAT** - to explain the concept of balance in a practical manner to participants, to make it tangible, visible and impactful.

The second focus area will be the **WHY** – the goal here is to create an understanding of the importance of balance as well as to illustrate to participants what are the fallouts when the balance is not attained and/or sustained. In other words, to point out the possible indications/ symptoms/ effects that people may experience as signs that a lack of balance is negatively impacting their general well-being.

The third focus area will be the **HOW** – here the emphasis will be on ways in which to improve balance and make it sustainable. Concepts such as mindfulness, self-care, problem-solving, locus of control, and conscious living will be discussed and illustrated in a practical and experiential manner.

Learning outcomes:

The end goal of this workshop is to present the foundation of well-being in a pragmatic and minimalistic manner – with emphasis on experiential learning and application of key elements that may positively impact the well-being of each individual attendee.

It also aims to create a basic conceptual understanding of mental health, along with the knowledge of possible signs suggesting that an individual may be experiencing mental-health-related difficulties. After attending the workshop, attendees should have a clear understanding of how balance is playing out in their own lives and the contexts and environments in which they find themselves.

It should create the opportunity for self-reflection and improved awareness for attendees to assess their own level of well-being and/or areas that they may find problematic.

Attendees would also have practical tools at their disposal which they would be able to apply to themselves as a means to improve their well-being and ultimately balanced functioning in a sustainable manner.

WHY HORSES

The obvious breakdown:

Leadership: (from old English)

"To show the way, guide, cause to go with one."

"Horse: The ancient archetype of strength, courage, dignity, power, honor, beauty, endurance, resilience, mystery, and integrity.

Horses are extremely canny herd animals that only respond to good leadership and instinctively challenge leadership competencies.

They don't have a personal agenda. They just respond to who and how you are at any moment. Horses are intuitive and heavily reliant on their highly tuned instincts to survive.

In order to survive, they have to be masters of the skills you want to develop. The remarkable thing is they can teach us these skills in an easy, enjoyable yet profound way.

Horse herds comprise of different roles for individuals that make up the herd dynamic as it relates to their social structure.

The roles of the lead-mare group the responsibilities towards the foals, young mares, young horses and the leader stallion's relationships.

This scenario creates an ideal analogy of human grouping structures and behaviour.

This social structure is designed to ensure the survival of the 'herd' that will automatically lead to the welfare of its members.

Horses pay attention to what is happening to themselves and others at the moment, they have flexible leadership skills to suit the environment and do not play politics. In a remarkable way, they give direct, clean, and timely feedback on how people are performing.

Their feedback ensures participants learn very quickly and accurately. In effect, each participant receives a bespoke training – providing learning opportunities completely relevant to them right now. The horses through their communication with participants create a space for profound and sustainable learning.

WHY HORSES



What if some of the participants are scared of horses?

It is not unusual for many of the participants to be anxious or scared when it comes to working with horses. We do have experienced guided supervision at all times and help participants to understand a horse and their nature better in a safe manner. We also teach the participants to gain confidence, power, and to create a connection when around the horse. This in itself stretches leadership capabilities.

No horse experience is necessary to part take in the program. Safety measures are carefully reviewed for each program. We concentrate on both the human and the horse and our aim is to generate a successful out bring on both the human and horse.

We strive to let the human and horse finish the program without using force. All work is done from the ground, thus no riding of horses.



PROGRAMS AVAILABLE

We have specifically designed programs to accommodate all during **COVID-19**

CORPORATE PROGRAMS

Exclusively developed for corporate or larger companies. This program consists of 3 parts-

Part 1 being theory on Leadership and team dynamics. **(All sessions will be done in-house/ online during COVID-19)**

Part 2 being theory on Wellness **(All sessions will be done in-house/ online during COVID-19)**

Part 3 is an experiential learning session with the horses. **(At Mount Riviere Stables, Pretoria East)**

Groups for experiential learning sessions will not be larger than 10 delegates at a time during COVID-19.

TEAM BUILDING DAYS

This program is designed for smaller companies or one-off events. **(All sessions will be done at Mount Riviere Stables).**

Groups not larger than 10 delegates at a time during COVID-19.



ONLINE ASSESSMENTS AND COACHING

This is a **NEW** program we are offering to all our clients during COVID-19 to make it convenient for those who want to develop leadership/ wellness skills in the comfort of their own homes/ conference rooms/offices.

You will have online group/ individual sessions with our facilitators for your theoretical training part.

Practical training with the horses, we will facilitate groups of up to 10 delegates at a time. Should you wish to do larger groups you can "bank" your experiential training for a later stage when more suitable for the client.

In order to receive your attendance certificate, you will have to complete your practical sessions within 6-months after your online training.

COVID-19 CORONAVIRUS



"WE ARE READY"

Due to the COVID-19 Pandemic, all our theoretical sessions will be done in-house or online.

Our practical sessions will be limited to groups allowed by the law.

Our Practical venue assures you that all necessary precautions have been set in place and our venue is cleared to work.

A full Risk assessment was done by a risk provider.

It's a safe environment as it is outside, in the fresh air and sunlight, social distance is easily practiced and there is no evidence that you can get coronavirus from equine (horse), thus makes it a very safe outing.

We give our clients the option to participate in the theoretical sessions and "bank" their practical sessions for a later convenient time during COVID-19.

COVID-19
(CORONAVIRUS)

PRECAUTIONS

YOU ARE IMPORTANT TO US

We would like to ensure you that we have taken all precautionary measures to keep you, your loved ones, and our staff out of danger. We have taken steps to ensure your safety when you enter our premises



All our staff and facilitators have been educated and informed about the Coronavirus.



Systems have been put in place concerning our staff hygiene. Hand sanitizer will be issued to all delegates, staff, and facilitators during every program.
All surfaces, objects, and tools used by delegates will be sanitized before and after every group.



All our staff, instructors and facilitators have masks and gloves.



All our staff, facilitators, and delegates will be strictly instructed to keep a safe social distance.



All staff and facilitators temperatures will be taken daily.
All delegate's temperatures will be taken on arrival.
We make use of infrared forehead thermometers

WHAT PEOPLE SAY

"I learned a lot from myself and also others. It was a good experience working with the horses, because you could get the true reflection from what they thought about you, and also taught me how to be more assertive and a better leader. Not only in my class, but also at home. Best experience ever. Very good course and I will recommend it to everyone and not only managers or people in senior positions, but also the lower level employees."

-Roché du Plessis

"My expectations were met, because I overcame my fear of horses. I also learned more about myself, because of the true reflection you see of yourself in the situation of instructing the horse. I truly am grateful to have had the opportunity to participate in this leadership engagement."

-Andre Schoeman

"I have experienced a lot of things, the course was excellent, hopefully I will practice this in my work place and become a good leader."

- Samuel Maseko

"As ETD Practitioners we need to focus on the Learners, because the need for skilled people in this organisation is imperative.

People play a crucial role in a company's ability to produce; therefore it is essential that we develop good leaders in our organisation.

The Horseman Leadership course showed us how to get results through taking control. It explains the different types of powers that you as a Leader have, to obtain preferred outcomes and by exercising your rights/powers you can "Control" your Learners.

It is unbelievable that such a big animal (Horse), can be submissive to you, by merely winning his trust when giving him clear instructions, clear communication by being assertive and showing him that you are in control and that you know exactly what you are doing.

I can clearly recommend this course to all people in leadership positions, so that we can develop a culture in our organisation where people will have the respect, self-motivation and willingness to learn, by changing their mind-set and their behaviour.

-Dirk Beukman.

RESEARCH AND ARTICLES



Courses With Horses Create Enlightened leaders.

Coal South Africa , News

Early Leadership Training for Young Students.

Date: May 11, 2015 | Posted in News | Northern
Gauteng News | Pretoria News A select few
learners from St Annes Primary School in
Attridgeville.

Gordon Institute of Business Science

University of Pretoria

MBA THESIS

Influencing Leadership Skills, Behaviour and Values: An Equine Assisted Leadership Development Course Evaluation

By Ampie de Beer

PREVIOUS AND EXISTING CLIENTS:



WE GIVE BACK:



For every 10 delegates joining
our program we support
1 child for a year

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