

Participants name: PATH Intl. Region 8 conference

DATE: 06/29/2023



The primary goal is to equip individuals with skills that will allow them to communicate more effectively, be more productive problem-solvers and work together more congruently as a team.

EALF: KELLY KING

The objective is to align the team around a specific goal, build effective working relationships within the team through trust and mindfulness, and empower them to think strategically to problem solve using natural horse behavior and herd mentality.

ES: MELISSA BLANKENSHIP

#### ACTIVITY #1

##### Activity Name: MINI HOOPS

The team must work together to get the horse through the hula hoop.

##### Team Setup:

- Have the participants stand in a circle. Give each participant a sticky notepad and a pen.
- Place a hula hoop in the middle of the circle. Instruct the participants to write down on a sticky note what the goal is that we intend to accomplish with the hula hoop. Ask them to stick their sticky notes on the wall when they are finished. When everyone is finished read each of the sticky notes to the participants and discuss the differences and how not having a clear vision of the goal can create confusion and misalignment in the team. Next explain to the participants that the goal is to get

#### ACTIVITY #2

##### Activity Name: MINI SAFE SPACE

The team must work together to get the horse(s) into the safe space. The Horse(s) must stay in the safe space for at least 8 seconds.

##### Team Setup:

- Instruct the team(s) to pick the horse(s) they would like to use in the activity.
- Explain to the team(s) what the objective and instructions are for the activity and give the team(s) a few minutes to discuss their strategy.
- Instruct the team(s) to let you know when they are ready.

##### Instructions:

- All horse(s) must move into the safe space and pause for at least 8 seconds.

#### ACTIVITY #3

##### Activity Name: MINI BOX WALK

The team must work together to move **all** members of the team including the horse from the start line to the finish line by stepping from one box to another.

##### Team Setup:

- Separate participants into teams randomly or allow them to choose.
- Explain to the team(s) what the objective and instructions are for the activity and give the team(s) the opportunity to discuss their strategy.
- Instruct the team(s) to line up on the start line when they are ready.

##### Instructions:

- The entire team including the horse must cross from the start line to the

#### ACTIVITY #4

the equine through the hula hoop. Instruct the participants to produce a plan for accomplishing the goal without talking to the other participants and write their idea on a sticky note. Have the participants give you the sticky notes when they are finished. Select two sticky notes and hand them to two participants. Select two more participants to help with this activity. Instruct the two participants with the sticky notes to tell one of the other two participants how to accomplish the task written on the sticky note using only non-verbal communication. Give the participants a few minutes to complete the task. Stick all the sticky notes on the wall when they are finished. Read each of the sticky notes allowed to the participants and lead them in a discussion on the differences in each person's strategy, how difficult it is to reach your goal when the team is not in alignment (Communication is not clear or everyone is trying to accomplish the goal on their own.) Next tell the participants again that the goal is to get the equine through the hula hoop and instruct them to have a quick team huddle and formulate a plan on how they will accomplish the team's goal. When they are finished have them demonstrate their strategy by getting the horse through the hula-hoop. Discuss how much easier it was to accomplish the goal when the team was in alignment around a clearly defined goal, when they communicated the goal

- Team members may not touch or lure the horse.

finish line by stepping from one box to another.

- No team member may cross the finish line until all team members have crossed the start line.
- Occupied boxes cannot be moved.
- Unoccupied boxes may be removed.
- The team members and horse must step into a box to move.
- If anyone, including the horse, steps outside a box without stepping into another box, the entire team must start over again at the starting line.
- Boxes cannot be thrown.

and the strategy clearly so that everyone on the team understood it and when they agreed and worked together to reach the goal.

ITEMS NEEDED	ITEMS NEEDED	ITEMS NEEDED	ITEMS NEEDED
<ul style="list-style-type: none"> <li>• Hula hoop, pens, and sticky notes.</li> </ul>	<ul style="list-style-type: none"> <li>• 4 Cones, hula hoop or box made from PVC pipe to use as a safe space</li> </ul>	<ul style="list-style-type: none"> <li>• Haltered horse with lead (One per team)</li> <li>• Three boxes made from PVC pipes or hula hoops (Three for each team. Use different sized boxes or hula hoops for more complex obstacles)</li> <li>• Cones or boundary ropes</li> </ul>	
EQUINE(S)	EQUINE(S)	EQUINE(S)	EQUINE(S)
Reba	Maverick	Reba	
SHIFT	SHIFT	SHIFT	SHIFT
<p><i>. The shift does not need to occur in any specific order. One shift should be applied at a time.</i></p> <p><b>Shift Options:</b></p> <ul style="list-style-type: none"> <li>• Add a time limit</li> <li>• Add red light green light</li> </ul>	<p><i>The shift does not need to occur in any specific order. One shift should be applied at a time.</i></p> <p><b>Shift Options:</b></p> <ul style="list-style-type: none"> <li>• Add another horse</li> <li>• Add a time limit</li> <li>• Change the shape of the safe space</li> <li>• Remove their ability to communicate to each other</li> <li>• If any team member fails to follow any of the Instructions for this activity, the designee(s) chosen to perform the said action must complete the action chosen by the team.</li> <li>• Increase the time limit for how long the horse must be in the safe space</li> </ul>	<p><i>The shift does not need to occur in any specific order. One shift should be applied at a time.</i></p> <p><b>Shift Options:</b></p> <ul style="list-style-type: none"> <li>• Add another horse</li> <li>• Add a time limit</li> <li>• Remove a box</li> <li>• Add a horse</li> </ul>	

TRY AGAIN

Gi Give the group or individual more time after each shift to see what happens and if you need to make another shift make the shift and try again.

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TRY AGAIN

REFLECTION

- Did any one person take the lead?
- How did the team work together to meet the goal?
- What technique(s) were used to align the team?
- How did the team communicate?
- Was any one person in charge?
- Were you mindful of the other members of the team or the horse?
- Were there any difficulties getting the team including the horse to work together? How was it handled?
- What worked? What did not work?
- What could have been done differently to get a different result?

REFLECTION

- What did you notice?
- What did you notice about the horse?
- What do you think the horse was thinking?
- How did you get the horse to trust you?
- Were you mindful of the other members of the team or the horse?
- Were there any difficulties getting the team including the horse to work together?
- How was it handled?
- Did you feel empowered to complete the task?
- How?

REFLECTION

- Did any one person take the lead?
  - How did the team work together to meet the goal?
  - What technique(s) were used to align the team?
  - How did the team communicate?
  - Was any one person in charge?
  - Were you mindful of the other members of the team or the horse?
  - Were there any difficulties getting the team including the horse to work together? How was it handled?
  - What worked? What did not work?
  - What could have been done differently to get a different result?
- What did you notice in this activity that brought Trust, Empowerment, Alignment and Mindfulness together?

REFLECTION

Facilitation process

**Opening:**

## Facilitation process

### What is a team?

Ask the participants what team means to them. Give everyone an opportunity to explain what the word “team” means to them and what they feel is the purpose of a team.

- **What is a team?** A group organized to work together for a common goal.
- **What is the purpose of team building?** To turn multiple individuals into a cohesive group that works together to effectively accomplish common goals.

### What challenges do teams face?

Next lead a discussion on the challenges the participants have faced or feel they could face working in teams.

- **Examples of challenges you can face when working within a team.**
  - Personality clash
  - Incompatible individual teamwork abilities
  - Cultural differences
  - Difficulty communicating
  - Misdirection: not everybody being on the same page
  - Focusing too much on the goal and not enough on the process

### How does the Gallop to Greatness model relate to horses?

## Post Session facilitator discussion

Diagram of ACTIVITY

