



Horses4Change

The Power of Experiential Learning
Corporate Leadership, Team & Individual Development



We offer Corporate Leadership and Team Development as well as One to One coaching using our team of horses in a beautiful and peaceful setting here at Lower Hall.



Our aim is to use this powerful form of experiential and accelerated learning to help facilitate personal and professional growth and development. Our workshops offer a combination of classroom, observation, practical exercises with set objectives, coaching and reflection.



Leadership Development | Team Building
Communication Workshops | Personal Development Coaching
Why Horses?



Horses are social, sentient and reactive herd animals with their own personality traits, attitudes and moods. Being prey animals they live in the moment being acutely aware of non-verbal communication, body language, posture, facial expressions and energy. This makes them great teachers for us as humans as they are attuned to any incongruence between thoughts, feelings and actions. They read every non-verbal signal you send out and their reactions are immediate and honest. They reflect the person behind the



persona and how effective your communication is.

With carefully chosen exercises, coaching and reflection in a safe and supportive environment, the horses can help provide us with new insight into ourselves and our performance and can help facilitate learning that takes place at an instinctive limbic level, providing us with a powerful learning tool for development and change.



Who it is for?

Business leaders, organisational managers and Teams who wish to develop their soft skills to enhance their performance. Also, individuals interested in personal growth and development or those seeking a new experience and contact with horses in a different and more insightful way.



Horses4Change

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Dave Manning MBA FCILT

David provides the Horses 4 Change classroom Leadership & Change Management workshop as well as Team Development workshops with Jane and Casey and our team of horses here at Lower Hall.

David has spent time in the software and steel industry where he was involved in the development of planning and scheduling systems. The desire to be involved in the practical process of real business change led him to join Rolls Royce. During his seven-year spell at Rolls Royce he was responsible for the development of manufacturing systems before becoming a prime mover in their Supply Chain/ERP/Transformation programme. This eventually led to one of the Rolls Royce divisions achieving a Class "A" accreditation.

In 1987 Dave left Rolls Royce to set up his own Supply Chain and Business process education company. He specialised in Integrated Business Leadership, continuous Improvement and Change Management. Extended Supply Chain Management and Global Integrated Business Leadership are his areas of expertise. He now specialises on the implementation of change through the strategic alignment of the Integrated Business Planning process.

He has worked extensively in the UK, Asia, Africa, Middle East, Europe, Russia and the USA in a complete cross section of industries which include tobacco, engineering, automotive, chemical process, food, electronic and FMCG businesses.

Jane Campbell – Manning BA (Hons)

Jane has worked in the equine industry for over 35 years, teaching and training horses and people. Her experience is broad based, managing yards, staff and students. Teaching & lecturing in both FE & HE at Land Based Colleges in Equine topics, business management and marketing including The Institute of Marketing Cert. From re training race horses, rehabilitation of injured and spoiled horses to training, teaching and riding classically in dressage as well as in show jumping, eventing and side saddle.

She has trained at home and abroad with names such as Henry Loch, Iris Kellet, Hans Riegler (former Chief Rider at the Spanish Riding School of Vienna), Jane Bartle and establishments such as the Yorkshire Riding Centre, The Talland School



of Equitation and Contessa RC and more. Her passion for horses and their behaviour has taken her down various avenues including how horses learn, ground skills, Natural Horsemanship and Equine Assisted Learning. She now works with horses in a different way, using horses to help develop people.

Jane holds a Bachelor of Arts (Hons) in Education & Management, the British Horses Society Intermediate Instructors certificate and the C&G Further & Adult Education Teaching Qualification. She is Equine Assisted Growth and Learning Association (EAGALA) trained and holds the EAGALA Model Corporate Skill Set Training Diploma.

Casey McDougall BSc (Hons)

Casey grew up with several horses on a dairy farm in Zambia and has always been a believer that there is more to horses than just riding them. She believes in interacting with horses on the ground and spending time with them in their space, whether it is in their field or in the stables. From a young age every moment has contributed to her learning about their behaviour. She sees horses to be our companions and has two horses of her own that have been two of her best teachers and continue to be, as every day is different.

Studying Equine Science, Complementary Therapies and Natural Horsemanship and then continuing to do a BSc Hons in Equine Science at University, has helped Casey develop an in depth understanding of the anatomy and physiology of horse. She continues to build on her knowledge of horse behaviour and Natural Horsemanship has always been the way to interact with horses for Casey. Having the chance to experience life on a horse Rescue and Rehabilitation centre in Indiana, America, alongside a Veterinarian has also given her a variety of experiences and lessons that she draws upon when interacting with the horses to day.

Casey is EAGALA qualified (Equine Assisted Growth and Learning Association). Using horses for therapy is what she has been involved with for the past 5 years, based at a charity working with people with both physical and mental health needs as the Equine Therapy coach.

