



LeadRope™ - program on Social Emotional Intelligence

Objectives

This unique corporate training program is for everyone who needs to work with, lead and motivate others. The powerful training concept of LeadRope™ is based on an established theoretical framework, years of experience in creating effective learning environments, and sharing research based information that is rarely taught in corporate training. Our experience and coaching approach to training allow us to tailor days as we go based on clients' needs. Savikko farm offers a private serene environment for deeper work an hour's drive from downtown Helsinki or Helsinki-Vantaa Airport, next to Hillside Golf and Country Club.

LeadRope™ - workshops are repeatedly reported to result in better understanding of stress responses and what to do about them, noticing and understanding "reactivity" to situations and between people, more tools to successfully motivate self and others, less energy and creativity wasted on protecting own ego and personal boundaries. Participants also report better command of nonverbal communication and clarity on how to achieve consensual leadership. LeadRope™-workshops enhance employee wellbeing, teamwork, quality of leadership, and eventually company profit.

Workshops

LeadRope™ Leading Self to Lead Others

Two-day-workshop topics include e.g.

- neurobiology of stress, social stress, and how based on current scientific knowledge one can influence stress reactions at night, in the middle of a meeting etc.
- seven practical psycho educational tools for deeper self – awareness and understanding interpersonal dynamics
- utilizing the above to efficiently solve interpersonal challenges at work, better motivate self and others, and to create in working teams a positive atmosphere regardless of outside pressures

The participants sharpen personal social emotional intelligence through knowledge, practical tools and group discussions. Group size and location based on client's request. For the most efficient workshop we recommend max 10 participants and the private serene location of Savikko farm.

Continuing training options after the first workshop

LeadRope™ II Consensual Leadership / Team Challenge

This three-day-intensive sharpens in practice the participants' social intelligence and leadership skills with the highly effective EASEL - model (equine assisted social emotional learning) designed at Cavesson to expand and deepen self – awareness in relation to others. The unique and extremely creative activities with horses trained specifically for this work create opportunities for experiencing theory in practice and refining own nonverbal communication skills in a fun, respectful and non-judgmental setting, yet very powerfully. The days comprise of group discussions and individually facilitated equine assisted activities. This practical workshop highlights with clarity the key aspects of assertiveness, intention and hidden agendas, consensual leadership, authenticity, and teamplay. In addition, other topics are frequently

catalysed by horses and taken into processing. Such topics may include e.g. boundaries, leading others through change, responsibility for self to be responsible in a group, and how individuals influence each other even when they think they don't.

EASEL - activities do not involve riding and no prior knowledge of horses is needed. The objective of the equine assisted activities is learning through guided observation and facilitated personal interaction with a horse. Workshop arranged at Savikko Farm for max 10 participants.

LeadRope™ III First Time Leader

This two-day-coaching intensive is tailored to the needs of young employees who are being or have recently been promoted into a leadership position. The program consists of psychoeducation, discussions sharing practical leadership tools and experiences based on the participants' concerns. The participants are coached in designing their own personal development plans. Some special topics include psychosocial stages of development and growing as a leader, juggling private life and a career, consensual leadership and ethics in leading others, taking over teams and rising to lead former colleagues. Can be arranged at Savikko or else where, number of participants not determined. For more personal coaching effect we recommend max 10.

LeadRope™ IV Ensuring Future Talent

A two-day-workshop for leaders with young staff. Companies are facing the critical challenge of creating leadership cultures that motivate young people to commit to a long lasting career in the companies. It is equally important to create healthy corporate environments where employees last as long as their careers. This is a highly creative and informative workshop that sets the stage for the participants' guided brainstorming and developing a strategic plan for the "company's future today". Workshop arranged for max 10 participants at Savikko Farm with nature walks and HillSide Golf and Country Club next door, dinner and accommodation available at Olkkala Gård at extra cost.

Personal and Group Coaching

- young employees
- leaders and executives, mental coaching
- teams in transition and transformation
- conflict resolution

Trainers : Lauri Lehtiö M.Sc., Coach of Leaders and Executives (Suede Management). 20 years of experience in consulting and management positions in several international corporations. Entrepreneur since 1994. Mari Louhi-Lehtiö M.Sc., Coach (Tampere University) specialized in group processes, EAPD (equine assisted personal development) and SEL (social emotional learning). 20 years of experience in various fields of education, coaching, training and work counseling.

Further information : www.cavesson.com, mari@cavesson.com tel. +358 40 8273452

- everything towards true communication –

