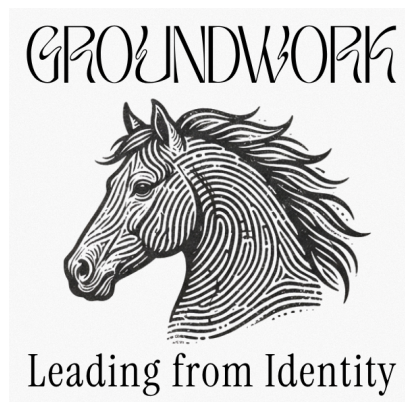


GROUNDWORK

Identity Grounded Leadership through Horsemanship

The Problem

Anxiety and disconnection are increasingly how people show up at work and in community. Most of us learn that our value depends on what we produce, and we perform instead of connect, compete instead of collaborate, and manage stress instead of resolving it at the root. Training programs teach new behaviors, but the shifts rarely last, because the framework underneath the behavior doesn't change.



A Different Starting Point

Groundwork addresses the foundational framework. It starts with identity: the truth that each person carries a unique set of hardwired strengths and traits that are a gift to any team. This unique identity is knitted into our very being and confirmed in community. Once we experience and trust the truth of our identity, the principles of good leadership like trust, boundaries, and clear communication, finally have something solid to build on.

Why Horses

Horses share a commonality with humans: at the core they are all seeking peace. Horses don't lie, and reveal a picture of functioning in anxiety and fear. Conversely, we can see what the shift looks like when anxiety dissolves into peace. Horses respond to calm, confident, leadership and give honest feedback of how they perceive our intervention in their world. They respond when we approach them in clarity of communication, consistency, and confident leadership. These are the same strengths that help us navigate the human spaces we work and live. They also offer a level playing field for trying something new and working through the fear of failure and looking foolish in front of colleagues and learning to trust the team around us. Confidence comes from realizing you bring your identity into the round pen and you can't lose it there because you didn't get it there. Similarly you don't lose your identity in that meeting, or that classroom. When you understand this, you have less fear and are able to act with more creativity and freedom. That makes the horse pen the most honest classroom available.

How It Works

- Classroom — A guided session introduces the core framework: how fear quietly runs most of our reactions, how identity (not performance) restores real confidence, and how to lead from that place.
- The Round Pen — Participants observe an unscripted, live interaction between horse and handler, watching fear, choice, trust, and freedom play out in real time — then are invited to experience for themselves, hands-on.
- Debrief — We connect what participants witnessed and experienced back to their own teams, classrooms, or homes — turning insight into something they can carry forward .

What Participants Walk Away With

- A personal sense of their created unique identity to continue to unpack as they move forward living out of the truth of who they are.
- The transformational understanding they cannot earn this identity and cannot lose it- which brings confidence and peace to challenging interpersonal situations they face.
- Renewed understanding of clear, honest communication, and leading in freedom alongside concepts of *guiding* instead of *driving*, the difference between *boundaries* and *punishment*, and how to lower anxiety and disconnection which increases collaboration and productivity
- A group that carries a culture shift from the inside out. Identity work encourages a culture of honor where people are valued for who they are and are able to perform out of their strength.

About GROUNDWORK

Groundwork is offered through Hope Horsemanship, built on a horsemanship philosophy of connection over compliance — drawing the horse's mind and trust rather than performance by force. The same truths of connection, trust and confidence apply to people, and is the foundation of this work with people. Groundwork is based on the truth of human experience and can be presented in both faith-based and non-religious language. The training format can be adjusted to fit any group's need.

Interested in bringing GROUNDWORK to your team, staff, or students?

Contact Jaime to talk through what GROUNDWORK can do for your team.

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