

## HorsEcutive<sup>™</sup>

*Training Emotions, Enhancing Awareness*

HorsEcutive<sup>™</sup> Coaching is a unique Approach to better Understand and be Understood.

Our clients in the one-on-one program are Owners / CEOs, Managers etc. who believe in Emotional Intelligence and improve their Communication reaching peers and employees with empathy and an ability to listen.

When working with groups in our HorsEcutive<sup>™</sup> Program (the program designed for team building), clients immediately report employees having clearer understanding of the corporate vision. They reach their market goals easier and handle cross-cultural challenges and internal reorganizations with less stress and more cooperation.

HorsEcutive<sup>™</sup> Coaching leads to:

- a unique Mastering Feeling
- New Insight
- Increased Awareness
- Increased Self Confidence

HorsEcutive<sup>™</sup> Coaching can be used for:

- Life Coaching
- Executive Coaching
- Team Building

HorsEcutive<sup>™</sup> Coaching was created, developed and implemented by Fabio Manzetti. Mr. Manzetti got his academic education as Economist both from the University of Pisa (Italy) and the Stockholm School of Economics (Sweden). In the 80s and 90s, in Italy, Norway and the US, he worked as Chief Economist for several major industrial and financial organizations. In 2003 he started FMGroup (Fabio Manzetti Group) and currently devotes all his time to coaching.

FMGroup is situated in Oslo and has clients throughout Europe and openings in the USA.

In parts of his HorsEcutive<sup>™</sup> Coaching sessions Mr. Manzetti uses interaction with horses to hone Communication skills and increase Communication awareness.

The Value of Interaction with horses lies in "The Metaphor".

**Horses are champions in catching Emotions** and we tend to treat and behave with horses the same way we tend to treat our fellow humans. "The Metaphor" has profound influence over our beliefs, lives, businesses, families and environments.

HorsEcutive<sup>™</sup> is normally customized to the needs of the client. By experience, it appears that the subjects most often discussed in the coaching sessions are:

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|-----------------------|------------------------|-----------------------|
| • Leadership          | • Ability to follow up | • Creativity          |
| • Body language       | • Openness             | • Conflict resolution |
| • Capacity to include | • Dialog               | • Group dynamics      |
| • Empathy             | • Setting limits       |                       |
| • Ability to motivate | • Intuition            |                       |

The program is articulated in a number of sessions, each normally lasting for two hours. The total number of sessions is agreed upon with the client to best fit the client's needs and expectations. Normally 5 – 6 sessions are enough to achieve very good results.

HorsEcutive<sup>™</sup> gives good results also in the case of burned-outs and can be used complementary to other life coaching and talent development programs.