

# P R E F A C E

## Dear Reader!

I am happy that you are holding a copy of “The Excalibur Principle” in your hands and have now begun reading.



The **Excalibur Principle** serves to show us which best practices we can learn from horses when it comes to leadership, and it does so using a very simple and practical system. It helps managers to develop a more conscious and deliberate, and thus more efficient, approach to their daily work. It is a guidebook for managers intended to support management work. You will find an Excalibur Principle of leadership at the end of most chapters. The principles are numbered, highlighted in blue and marked with a symbol. There are eight Excalibur Principles in total.

The Excalibur Principle was developed from Leading Alpha – a programme used in training leadership with horses. The aim of the programme is to strengthen the ability of managers to lead people, as well as to broaden their repertoire of actions for communication and leadership. Training with horses is an ideal and efficient method to quickly motivate people to develop themselves and change their behaviour. Naturally, the methods can also be learned and applied without the use of horses. This book will assist you in doing so.

Several of the management tools presented in this book are based on behaviour that has been observed in the alpha animals of a herd of horses and then adapted for use in human organisations. When it comes to communication and leadership, horses are clear, alert and decisive. And they are very successful. These qualities appear repeatedly throughout this book.

## Why the Excalibur Principle?

Excalibur is an alpha stallion who has been imparting his knowledge and experience to managers for many years within the Leading Alpha programme. Excalibur has often shown me my own limitations during my development, both as a rider and also as a manager and consultant. He has challenged me and motivated me to overcome my constraints and to grow. He has also shown me just how many great qualities I had laying dormant within me. THANK YOU!

Excalibur is also the sword of King Arthur. King Arthur was the leader of the Knights of the Round Table and a strong leader. Many centuries ago, there was a king who had a sword named Excalibur which gave him magical powers and supported and protected him in his development and in his leadership.

It is my wish that the book Excalibur will support you in your role as a leader and offer you guidance and advice.

I hope you enjoy reading and putting the Principles into practice!

Best wishes

Elisabeth Proksch



## Introduction

Chapters 1 – 4 and 6 each contain three sub-chapters: *Leadership among horses*, *Leadership among humans* and *Coaching and supervision*. The following chapters 7 – 9 directly examine leadership in the context of business and contain no references to the world of horses.

The sub-chapters *Leadership among horses* basically describe how horses deal with the respective leadership issues and what they pay particular attention to. It is interesting to note how clear and precise alpha horses are, and what we can learn from them.

If you are not interested in the world of horses, however, you can skip these sub-chapters and go directly to the sub-chapters *Leadership among humans* to read about management tools and their practical application in the workplace.

The sub-chapters *Coaching and supervision* are intended to motivate you to actively engage with the presented tools and concepts and to apply them in your management work.