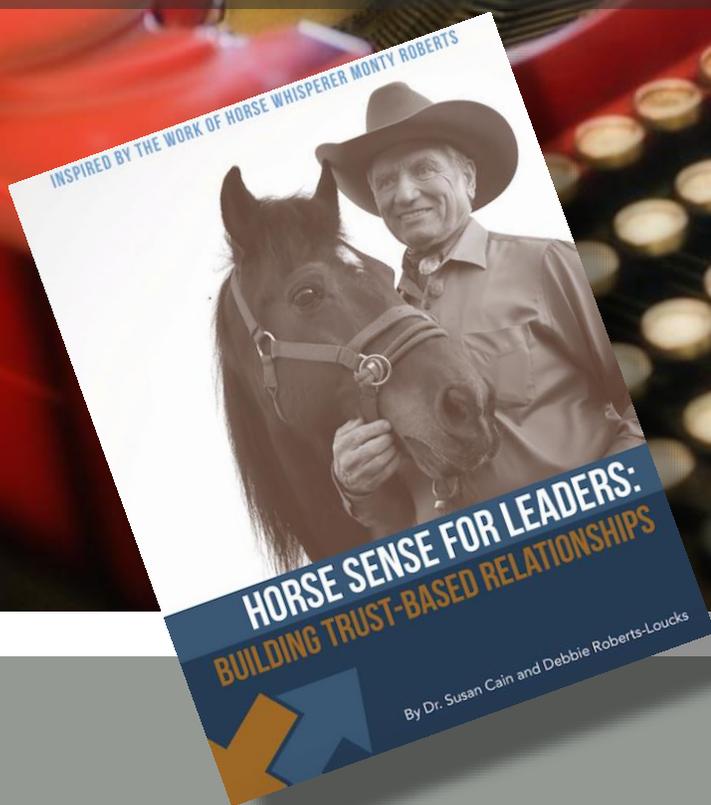


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## Introducing

# Horse Sense for Leaders: Building Trust-Based Relationships

*Inspired by the Work of Horse Whisperer and New York Times Best Selling Author Monty Roberts*

## Introduction

We wrote this book to be useful on three fronts: to define and examine the nature of trust, to look at the implications for managing and leading others at work, and to offer specific ways to grow into a more trusting and trustworthy leader. But we are approaching this in a unique way.

We are using a live case study featuring a leader who has carved a career as an entrepreneur, who continues to work full-time as a hands-on expert into his late 70's, and who has led one the most massive, largely unpublicized cultural transformations in the history of horse training.

That man is the *Horse Whisperer*, Monty Roberts, *The New York Times* bestselling author who has quietly influenced the way that many have come to think of training horses.

Through his first book, *The Man Who Listens to Horses*, Monty launched an international debate about the role that violence plays in training horses. His message has stretched across the globe, but the beginnings of his discoveries date back to his childhood.

Monty is the original *Horse Whisperer*. He was there before the movie, *The Horse Whisperer*, was made, before the plethora of current Horse Whisperers crowded the market, even before the Queen of England discovered his work. Once Her Majesty discovered Monty's violence-free horse training philosophy, she made sure the word got out to the rest of the world. "You must write a book," she admonished him when he offered to write his concepts down in a video or simple training manual. "Video's and manuals go away, but a book is forever."

As hard to believe as this is, Monty has not focused his time on monetizing his concepts and influence as much as he has focused on teaching and applying them to his growing global client network. As refreshing, humble, and honorable as that is, it's not why we chose to focus on Monty as a core case study for this book.

Monty Roberts has articulated a strong case for putting trust first in the process of building horse and human relationships. This has become his all-consuming passion; and he works non-stop, 365 days of the year, promoting

the cause at home and abroad. New generations have rediscovered his first book, *The Man Who Listens To Horses*, about Monty's successes and failures as he developed his career and became a respected leader.

As the work world advances into a time with the most diverse workforce in history, facing the most complex information age of all time, there exists a core concern: what type of leadership is needed?

One answer can be found by looking at the needs of the next generation of leaders. Young developing leaders are coming into their roles incredibly well-equipped in technical and functional skills. But many of them need an accelerated course in how to manage, influence, partner and collaborate with people.

That's where Monty comes in. He not only offers a real-life example of what a trusting and trustable leader is within his own organization, he teaches trust all over the world.

His primary work is with horses, that's true, but a large part of Monty's impact has been on people. In 2011, Monty traveled to London to receive a special award from Her Majesty, Queen Elizabeth II; he received an acknowledgement for his contributions to ending violence in training practices with horses.

That award was the M.V.O., *Member of the Royal Victorian Order*, a result of Monty's work on behalf of the Royal Stables. Her Majesty's statements included an acknowledgment of Monty's work globally with people as well as horses. The Queen has been outspoken in her support of his nonviolent message for horses and for people, too. From this point forward, Monty will be known as Monty Roberts, M.V.O.

This transfer of concepts to humans keeps echoing back from his work with horses. This is what we paid attention to during our study of leadership.

We offer, through Monty's own work and the applicable work of others, a different way to understand the value of trust in the workplace. We hope that you enjoy the stories, and see the value in the themes taken from Monty's equine world.

**Dr. Sue Cain and Debbie Loucks**