



# Taking The Reins: Leadership, Supervision, & Management Lessons From A Horse

*Harold Kurstedt, Tim Thayne*

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**For anyone who wants better relationships and success at the office and at home.**

In solution-focused leadership, a leader recognizes, affirms, harnesses, and encourages further development of the strengths of those around him or her, while guiding the team toward a mutually-agreed-upon vision. Like horses, people in the workplace want to be treated fairly and with respect, are willing to take responsibility, and want to productively contribute. They want to participate, be heard, trust and be trusted, and make a difference. Neither horses nor people are motivated by rules and organizational bureaucracies. Instead, getting through the day in peace, doing a good job, building enduring relationships with others, and finding joy in what they do helps them discover meaning and purpose in their lives.

Many of our top industry producers fail to become superior contributors until they learn to be other-focused. Through conscious and consistent effort, a producer's relationship competence can be raised to the level of his or her technical competence, resulting in a highly-valued leader, supervisor, and manager. Taking the Reins encourages management techniques focused on relationships, supervision based on realistic expectations, and leadership through recognition of the strengths of others.

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