

# Principled Centred Training



Wisdom, Honesty,  
Sustainability

Facilitation and Training Services for  
Animal People

## Understanding Behaviour - using the art and science of learning at work

**Tired of those outdated, predictable bad  
news sandwich methods of  
communication?**

This course provides individual training based on natural principles of honesty, wisdom and sustainability so that through full participation training inspires change at the end of the day and for years to come



Be the change you  
want to see

### Outcomes for participants

Understanding how difficult learning is and how best to achieve it creates patience and tolerance in work situations which leads to more harmonious productive working relationships. Participants will be more able to help others reach their potential while understanding that how they treat themselves may be holding them or others back.

Participants will discover how to develop a clear path of action when it comes to dealing with change or learning new skills leaving the course with a nine step plan to changing their chosen issue. Participants will be more able to help others reach their potential while releasing themselves from their own negative criticism trap.



With the correct understanding of how learning takes place, anyone can apply the principles of behaviour to any situation to enhance relationships, improve motivation and create success.

### Aims of day

To help participants use principles to transform the way they understand themselves and everyone they work with.

Enhance honest, effective communication and motivation skills within teams and by team leaders.

To provide participants with a greater empathy both in themselves and for those they work with of the difficulties of learning and changing behaviour and how to overcome those difficulties without conflict.

To demonstrate how individuals can effectively use simple shaping to change complex old behaviours and develop new ones, while developing the roles of others or in any behaviour change situations.

Participants will be able to communicate more effectively, saving time and money while improving morale and increasing performance.

To have fun learning about behaviour.



Combining the art and science of behaviour to provide honest, ethical, sustainable facilitation and learning

So often courses concentrate on a methods for communication, in effect they teach participants what to think. Principled Centred Training on the other hand teaches people how to think so that what they learn on a course can be applied in ever changing situations and environments. It's a bit like the difference between an eye specialist and a painter. Traditional training can be like the painter, presenting his view of the world as he sees it. Principle Centre Training is more like the eye specialist trying to help people see the world as it really is.

This course translates the science of behaviour and the laws which underpin all our interactions, communication and learning into connected understanding of the practical application of behaviour. By using these principles of learning, participants can literally transform their ability to communicate effectively in any situation and with anyone.

Effective, honest behaviour change starts with understanding ourselves, because when we understand ourselves we understand how to communicate with those around us allowing teams to transform their relationships with each other. Increasing effective performance, leadership skills and behaviour change practices are just a few of the benefits gained from this course. These scientific principles even transform the way we treat ourselves.

By understanding and applying my extensive knowledge of the science of animal and human behaviour I can listen deeply to both the verbal and non verbal language of individual participants understanding how they really feel and so create tailor made learning experience that meets the real needs of individual attendees.

This is a fun, lively course where everyone is invited to participate and share their experiences of learning. Participants will leave the course with a greater understanding of how to influence themselves and other people positively and with a number of practical tools that will change the way they think and work with others at all levels.



**CONTENTS**— This course is taught using humour, active participation, accelerated learning, discussion, personal reflection and anything that will help learning stick.

**9.30 What is behaviour?** Expectations, what do you want from today? What would you like to be able to do at the end of the day you can't do now?

**Behaviour Gone Bad:** The effects of not understanding the science of behaviour. Miscommunication, resentment and learning the wrong behaviour.



**Perception.** It is all a matter of perception, to communicate you have to accept there are always at least two points of view and that our map of the world might not be the truth. Thinking with other people's brains. Why we see what we want to see, changing or perceptions to change our interactions and avoid conflict.

**The science of behaviour and learning:** What happens during learning and behaviour change ? Understanding that the way others learn may be different and the effects of different motivations on learning. Influencing people in behaviour change to help others reach their potential.



*Reward Break*

### **Understanding Communication**

**Punishment** What it is and how it effects behaviour. Does it work? Using it correctly. Side effects of incorrect use. Practical application.

**Negative reinforcement** What it is and how it changes behaviour. Using it correctly and side effects of use. Practical application. Timing is everything

**Positive reinforcement.** How rewards change behaviour. Using it correctly and benefits of use. The importance of timing .Practical application, general or specific what is the difference? Why who you are effects your rewards effectiveness.

**Shaping behaviour.** The key strategy for changing behaviour successive approximation, , how to shape behaviour, writing a shaping plan and how to use it. Shaping behaviour in others and shaping our own behaviour. Training games to see the practical application



### **12.45 Lunch**

**Schedules of reinforcement.** Do I have to reward everything forever? How to make behaviour change stick? What, when and how often to reinforce behaviour , when to withhold reinforcement. Why behaviour may get worse before it gets better.

**Listening with our eyes.** The lost skill of communication is the ability to listen with our eyes. Recapturing this skill provides us with the information we need to use our intuition, without words interfering with the meaning of communication. Trusting our inter voice and asking for clarification.

**Comfort zones.** Why it is important to be slightly scared. What is the affect of comfort zones on learning and behaviour? How to stretch comfort zones safely and successfully. What happens and what to do when we over stretch.



*Comfort break*

**The Learning Journey.** Understand blocks and removing them. Looking at ourselves to understand the effectiveness of our communication.

**Putting it all together.** Affect not intention, changing with the situation. Receiving feed back, thinking with the learner's brain not your own. Using imagination to problem solve.

**Creating your next nine steps.** How might you apply what you have learnt today to a situation at work and one away from work?



**4.30 finish**

For more information or to book a course contact [benhart@hartshorsemanship.com](mailto:benhart@hartshorsemanship.com) or call 07775657424