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Human Resource Professionals: *Do Your Employees Need Some Help?*



OK, LET US TELL THE TRUTH. Often our human resource processes get bogged down by the humans we engage in the process. Knowledge, skills and abilities get dominated by tenure, “likeability,” and charm. The 1964 Civil Rights act was created to insulate Human Resources from the practices of bigotry, prejudice, and discrimination, however it seems that these methods of human relations have crept into our hiring, training and employee engagement efforts.

Our sessions are designed to create critical space to uncover systemic bias, personal attitudes, and expand the capacity of organizations to meet the needs of an ever-changing workforce.

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Women in the workplace, cultural differences, racism, heterosexism and new immigrants can be difficult issues for staff to deal with and understand. When we have not grown up with or even had to think about these issues, we often make mistakes when we experience diversity in the workplace.

WE CAN ONLY IMPROVE

There is nowhere but up from here. When are we ready to change? When we are no longer able to achieve our goals. When working with difficult or challenging individuals we help them transform their old behaviors, mindsets and attitudes by facilitating their discovery of new and enriching goals.

DISCIPLINARY ACTION

Often as we are learning about diversity issues there may be employees that need more attention and individualized lessons. We offer one on one training and coaching. Our work allows individuals the chance to assess their personal and organizational values and create action plans for personal and professional growth. These sessions are about 3 hours via Skype, Online Learning, and Online Assessments.

3-HOUR SENSITIVITY TRAINING/COACHING

How do I find my blind spots? I look for them. It is not our fault what we learned or did not learn about others growing up. Our parents given the tools they had available to them did the best they could with what they had. They were able to share their version and perspectives of the world that often had bias and jaded paradigms.

As we get older, it becomes our responsibility to search for the truth and expand on everything given to us. These sessions are designed to create more cultural competence on a number of issues.

OUR PROCESS IS SIMPLE

1. Call and order a session with our staff.
2. Pay for your session and you will be enrolled in your course.
3. You or your staff person will be sent an assessment.
4. A follow-up call will come from us to talk about the assessment and goals.
5. Engage the course content, quizzes and test included.
6. A final reflection phone call with our staff.
7. Once the course is completed with an 80% score, a certificate will be sent to you and the participant.

