

AM HORIZONS TRAINING GROUP

Nurturing the seeds of change

amhorizons.com



TRAINING SESSION

All Human Behavior is Goal Directed

All human behavior is goal directed which means that people do what they do because they believe that it is helping them reach a goal. We help get things in order when the organization's goals differ from personal goals and old behaviors don't work any longer.

We Love Bigots, Racist, and Homophobic People

We know that people are not born hating others. We have been taught to hate. This provides us with an opportunity to re-educate those that have been miseducated. People truly can learn, change and grow. This process takes time, energy, and humbleness to see their point of view to help them create new and better behaviors.

Attitude is Not Just an Emotion

I have heard people say that your attitude is more important than skill or ability. I would like you to think about an attitude as a side effect of something more profound. When people get what they want they have a good attitude. When they are denied, they have a bad attitude. When their goal is achieved, their attitude improves. Goals drive attitudes and attitudes are side effects of goals. We have to be clear about professional and personal goals. We help clear the air to create a healthy organizational climate, increasing performance and customer service.

HOW WE WORK

How We Work

We cause, teach, and inspire people to think. We ask them to find solutions to their group's problems. I know that sounds nice. The truth is that we can come to your organization and do a great presentation, but at the end of the day I am going home and you will be left to deal with each other.

No BLAME, FAULT or GUILT

We want you above all else to think and think critically about diversity issues. None of us currently living set up the systems of racism, sexism or prejudice, so spending time blame and pointing fingers is a waste of time. Our training spend more time looking at our commonalities than placing fault or blame.

Just Responsibility!

We have to take responsibility for the world that was given to us, although we did not create these systems. We must create justice and equity in our lifetime so our children can live better lives.

Sexual Harassment & the Hostile Work Environment

Workplaces free of harassment produce employees that are more willing and able to focus on work goals by increasing their personal effectiveness while allowing co-workers to grow.

This session explores interpersonal techniques that bypass harassment, engage the whole human being and empower employee relations to maximize a return on investment.

Topics: Sexual Harassment, Micinequity, Hostile Environment, Discretionary Effort and Human Motivation

Objectives:

- Identify and discuss gender roles, stereo types and holistic human behavior and it impact on performance in the workplace.
- Understand conscious and unconscious impacts of oppression, micro aggressions and implicit bias on men and women.
- Explore the concepts of a hostile environment, collusion, internalized racism, and empowerment as it pertains to the fabric of oppression.
- Identify ways of taking action against oppression systems in the personal, institutional, and community lives of participants.

Session time: 6-8 hours of instruction

Workplace Ethics and Values

It is often said that Character is what you do when no one is watching. It is important that in our workplaces that we "act to the top of our intelligence", with integrity and reward other for doing the same.

This session explores the psycho-social approaches to creating and maintaining ethical standards that will increase productivity, demonstrate core values and encourage employees to engage at higher discretionary levels.

Topics: Respect, Discretionary Effort, Values, Motivation, Goal Setting and Action Planning

Objectives:

- Identify and discuss gender roles, stereo types and holistic human behavior and it impact on performance in the workplace.
- Increase awareness and understanding of human motivation
- Understand the importance of character development, positive motivation and acting ethically
- Explore the costs and benefits of working to end destructive patterns through building on person goals and values.

Session time: 6-8 hours of instruction

What people say about us...

Andre is a very effective teacher. He uses a very common sense approach to discuss what could be difficult topics. He is excellent at building on participants' own experiences to reveal not only how some widely held beliefs can hold a community back, but how that same community can overcome them. ~Sacil Armstrong, Newport News

Andre sparked our interest and pricked our minds and hearts to become a person of change. ~Jill Weinmaster, Robbinsdale

I have no doubt that Andre's style, humor and delivery enhances the probability that his intended message will be heard, digested and learned. ~Tom Kelly, Wright County Attorney

Andre delivered a very inspiring presentation! Our students established almost an immediate connection with him and could easily relate with the stories he shared. Thank you very much for 'recycling our minds' and providing a different perspective on diversity issues to our students! ~Julia Miller, Roseville

Andre has a wonderful way of communicating so that our defense mechanisms and fear do not get in the way of learning about diversity and inclusion. He is a natural presenter and very easy to listen to. Staff appreciated his presentation on Race, Poverty and Wealth and responded very favorably on the evaluations. Some have scheduled him to speak at their department all staff meetings to continue to create awareness on issues of diversity and inclusion with co-workers. ~Maureen Connaughty, Stillwater

OUR APPROACH

Our Approach

Our approach is simple: We help Government and Educational organizations manage and train staff, employees, and clients on diversity issues without blame, fault or guilt.

We understand that people are doing the best they can with what they have. Yet we encourage them to examine themselves, explore other cultures, and become allies for others.

We work to move people's behaviors not by pushing them or making them feel guilty. We dissect, analyze, and making meaning of the issues that challenge us in a fair, balanced way that people can hear and understand. We motivate individuals to create something collaboratively.

CONTACT

Contact Us.

Andre Koen is an energetic presenter, a powerful communicator, and a dynamic teacher. Andre integrates his abilities as an improvisational comedian, large group facilitator, keynote speaker, and classroom teacher to captivate and educate his audience. We will take any Diversity questions.

Andre Koen

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