



Horizons In Learning, Inc



Constant Hine, MA
Horizons In Learning, Inc

Training Descriptions

Leadership, Coaching & Facilitating Change:

Leadership in Challenging Times & Sticky Situations: Promoting a Culture of Reflective Practices in the Workplace

We will examine what it means to be an effective adaptive leader in turbulent and challenging times. In this session participants will explore and learn how to be the leader AND work things out with others collaboratively in partnership. We will offer practical strategies for how to assess the situation at hand, create safe containers for resolving conflicts, respectfully address disharmony, facilitate and focus on creative problem-solving, facilitate resolution, outcomes and accountability.

The 3 C's of Building Resilient Teams: Fostering a Culture for Authentic Connection, Respectful Communication & Healthy Conflict

Patrick Lencioni's model of five stages for building functional teams: Trust, Conflict, Commitment, Accountability and Results, will be introduced and provide a framework for exploring how to build resilient teams and promote peer leadership skills. Participants will learn how team members and response-abled leaders use the 3 C's –Authentic Connection, Respectful Communication, and Healthy Conflict - to foster a workplace culture for respectful and healthy relationships and collaborative teams.

Transformational Coaching – Using The Framework For Thinking Model™:

This session presents *The Framework for Thinking*, a systematic intentional approach for supporting coaches that goes beyond coaching theory and techniques and offers practical strategies for fostering deep learning, reflective practice and critical thinking. This approach actually provides specific barrier busting strategies for how to facilitate change, especially in challenging areas such as attitudes, motivation, triggered reactions and overwhelm.

Expanding Your TA Toolbox Using Intentional Facilitation Strategies

This session clarifies the distinctions between and unique benefits of the scaffolding tools on a continuum of professional development TA strategies. These strategies include, Supervising, Training/Tutoring, Consulting/TA, Mentoring and Coaching. Learn when to use which tool to get desired outcomes.

"Polishing Staff Gems" Affirmation Styles for Staff Development & Motivation

In this session we will explore how to modify the 5 distinct affirmation styles described in Gary Chapman's "Love Languages" to support, motivate and affirm staff. We will explore practical



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applications to motivate and support staff by acknowledging and building on their strengths and meeting their unique and individual needs by using respectful affirmation styles. Supervisors and managers will learn practical strategies to support adults in a similar "constructivist" approach that we want them to use with children.

The Secret of Sustainable Change

Constant Hine will address the power of compounded choice, which is the foundation for sustainable change. This session explores how the power of intentional choice is critical to become more responsible and to increase our ability to respond to circumstances we face and the choices we make, each day, in each moment that create the life patterns, habits and life styles that ultimately determine the outcomes we each experience, individually, as a team or in our organizations.

Response-Able & Reflective Practices for Leaders and Educators

The Brilliance of Resilience to Transform Stress

Constant Hine will speak about how to foster brilliant inner qualities and grow habits of resilience in both adults and children, so they are more able to handle challenging and stressful situations with more ease and success. She will present 7 principles for transforming stress and overwhelm to increase professional success and personal well being. Constant will also share practical and down-to-earth strategies to shift our focus from intervention to prevention by making intentional compounded choices in four areas to gain control in our personal and professional lives.

The 4 M's to Engage Adult Learners: Using Multiple Intelligences to Reach ALL Learners.

Novice and experienced educators will learn a systematic approach to Implement practical, intentional and effective instructional strategies that engage adult learners based on Gardner's theory of Multiple Intelligences and strategies based on the 4 M's of adult education: Magnetic, Meaningful, Memorable and Mobilizing. Practical planning and instructional strategies will be introduced, modeled and demonstrated to differentiate the needs of and engage ALL adult learners. *(Can be modified for Engaging Young Learners)*

"Finding the Gem in Every Child"

"Finding the Gem In Every Child" addresses how relationships are the container for learning. Positive, nurturing relationships between adults and children are dependent on the adult's ability to find and focus on "what works" in every child. We must expand our ability to witness and support children based on their strengths, interests, passions, unique individual qualities, and diverse cultural backgrounds. Constant will provide inspiration and practical down-to-earth strategies for becoming an intentional 'Gem Finder,' even for those children we find challenging to work with.

Talking WITH Children, Not AT Children: Creating Positive Verbal Environments for Young Children

This workshop will address the importance of creating a positive verbal environment and respectful relationships between adults and children to promote language development, social emotional competence positive self esteem, and meaningful learning in children. Participants will learn positive verbal interactions, the use of effective praise, the value of talking informatively to young children and how to promote an experience of classroom community and genuine conversation skills in young children. This workshop is designed to assist adults in programs that promote child centered learning to build skills in talking with children, not at them, to foster conversation and foster language development in children. .



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"Connection Counts": Deepening Adult/Child Interactions

This workshop is based on the concept that relationships are the container for learning. This workshop will address the importance of creating nurturing relationships which are the container for learning, and developing a positive interactions and authentic relationships between adults and children to promote positive self esteem, meaningful learning, holistic development and growth in children. This workshop offers strategies to promote child centered learning and positive parenting to build skills to connect with children, providing meaningful experiences and supporting their development. To do this we must increase our awareness and practice of specific supportive interactions based on current brain research, using caring, respectful behaviors, and learning to facilitate children to interpret and learn from experience rather than focusing solely on instructing and 'teaching' content, information and data.

Smart Start For All: Developing Multiple Intelligences in Children at School and Home

This workshop introduces Howard Gardner's 8 Multiple Intelligences. We will focus on how this systematic approach can increase the understanding of how to foster children's development, honor and meet their individual needs, and nurture the self esteem of each child by building on individual strengths and interests. Participants will learn diverse instructional strategies, tools and alternative approaches to curriculum planning to meet diverse needs of children. We will explore practical ways to support and individualize for children at home and in school to develop and honor the diverse ways children develop, learn, and can be smart by using the framework of the 8 intelligences.

Please contact me for further information and more detailed description of topics or keynote sessions.

BIOGRAPHY

Constant Hine has an M.A. in Early Childhood Education and has over 30 years experience in the field as a classroom teacher, adult educator, coach, consultant, keynote speaker. She founded Horizons In Learning, Inc, in 1988. Constant specializes in facilitating individuals and teams to achieve respectful learning for sustainable change, to handle stress proactively and to deepen professional practices and implement diverse teaching strategies for both children and professionals who work with children and families. Constant is known as a coach's coach, broadening and deepening the skills and mastery of coaches and mentors using the Coaching For Success Program and The Framework of Thinking Model™ she developed. Constant hosts "Coaching Connections" a national radio show.

She is the author of Coaching For Success, Engaging Adult Learners Through Multiple Intelligences, Engaging Young Learners and Transforming Stress: Creating Ease In A Day's Work.