



## **Who are we?**

Humanist Learning Systems was created to provide a place where people can receive practical information on how to more effectively and humanistically solve our problems. All of our courses combine applied science, compassionate ethics & personal responsibility for solutions that actually work!

## **How We Work:**

Our programs are offered in an online learning management system which allows participants to study at their own pace when it is convenient while still having access to the teacher and their fellow students to ask questions and get feedback on difficult subjects. It really is the best of both worlds in online education. To access these courses, all you need is a way to access the internet and the ability to view online videos. We can also arrange live Q&A sessions upon request.

## **Continuing Education Credit:**

Some of the programs and resources are available as continuing education credits. These are noted for your convenience. We are an approved provider for HRCI and SHRM and have been approved to offer courses by both the FL & CA Bars. Additionally, because our courses rely so heavily on science, we have courses appropriate for Coaches, Diversity Professionals and for Learning Professionals.

## **Mandated Training:**

Humanist Learning Systems offers EEO, POSH, No FEAR Act and other mandated training that will not only satisfy your compliance requirements but help you do so in a way that truly empowers your employees. Our courses provide all the legally required content regarding harassment/discrimination plus additional training on how to stop harassment using behavioral management techniques. Harassment is a behavioral problem and to tackle it successfully, you need to take a behavioral approach.

## **Group Rates Are Available for all our courses (content licensing also available)**

- 10% off for 10 or more participants
- 20% off for 50 or more participants
- 30% off for 100 or more participants
- 40% off for 500 or more participants

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Website: <https://humanistlearning.com>

# Conflict/Bullying/Harassment



## Certificate Program in Humanistic Conflict Management

<https://humanistlearning.com/conflict-management-discount-bundle/>

\$176      9.75 hours

HRCI/SHRM/FLBar

This certificate program includes 8 courses for a total of 9 3/4 hours of content to teach you how to effectively, ethically and compassionately deal with conflict while still being professional.



## Workplace Bullying for HR Professionals

<http://humanistlearning.com/workplacebullying1/>

\$175      5 hours

HRCI/SHRM

This comprehensive course will provide you with the skills needed to successfully tackle hostile work environments. Based on the operant conditioning techniques taught in The Bully Vaccine by Jennifer Hancock - all participants receive a free copy of the book.



## Ending Harassment & Retaliation in the Workplace

<http://humanistlearning.com/retaliation1/>

\$35      1 hour

HRCI/SHRM/CLE (FL Bar)

In order to end harassment and retaliation in the workplace: managers and employees must learn why these behaviors occur and what has to happen to get them to stop. This 1 hour course will teach you how to use operant conditioning to end harassment & retaliation in the workplace .



## How to De-Escalate Conflicts Using Behavioral Science

<https://humanistlearning.com/de-escalate-conflicts/>

\$35      1 hour

HRCI/SHRM

This 1 hour course will help you learn how to use behavioral science to respond to conflict and other interpersonal problems in a way that will actually fix the problem. It will help you learn how to stand your ground while still being compassionate and avoid getting drawn into other people's drama.



## How to Humanistically Handle Bad Bullying Bosses

<https://humanistlearning.com/how-to-humanistically-handle-bad-bullying-bosses/>

\$35      1.25 hours

HRCI/SHRM

Can behavioral science help us learn how to deal help bad bullying bosses be less ... bad? Yes. It can. Jennifer Hancock, author of several award-winning books and founder of Humanist Learning Systems will teach us how to humanistically help our bosses be better managers.



## How to Create a Sexual Harassment Training that Actually Works

<http://humanistlearning.com/sexualharassment101/>

Free      2 hours

HRCI/SHRM

Federal law prohibits sexual harassment in the workplace. One of the main ways employers try to help is through sexual harassment training programs. In this course we will discuss how to create a sexual harassment training that will actually work. (CA and General Editions



## Uncovering and Controlling Your Unconscious Bias

<https://humanistlearning.com/controlling-our-unconscious-bias/>

Free      2 hours

Self Certify

The process of uncovering your hidden biases requires reflection and a willingness to learn how you might improve. This program will help you explore your own thinking so that you can control your hidden biases and stop allowing your unconscious fears to control you.



## How to prevent passive aggressive people from wreaking havoc using science

<https://humanistlearning.com/passiveaggressivepeople/>

\$35      1 hour

HRCI/SHRM

Can behavioral science help us learn how to deal with passive aggressive people so that we can more effectively solve our problems without getting drawn into unnecessary drama? Yes it can.

## Mandated Training



### Stop Harassment in Our Workplace

<https://humanistlearning.com/sexual-harassment-compliance-training/>

\$40 for 2 hour cours                      2-4 hours

Certificate of Completion

Humanist Learning Systems currently offers a general course, California Compliant, and Maine Compliant programs. I can create and offer CT and Canada specific training upon request. You can mix and match based on where your employees are located for the same group rate.



### No Fear Act Training

<http://humanistlearning.com/no-fear-act-training/>

\$40                      1.5 hours

This isn't simply training on the No-FEAR Act. What we teach is powerful and empowering. You will learn what a victim of discrimination, harassment or bullying can do to get their abuser to stop that will actually work.



### EEO Refresher Course

<https://humanistlearning.com/eo-refresher-course/>

\$200                      8 hours

HRCI/SHRM

This program provide participants with access to four online courses containing eight hours of content, designed to provide continuing education for EEO counselors focusing on how to use behavioral psychology to help eliminate problem bullying and harassment behaviors paying specific attention to the retaliation dynamic and how to control that dynamic



### EEO Settlement Training

<https://humanistlearning.com/eo-settlement-training/>

\$300                      16 hours

Certificate of Completion

If your organization has entered into an EEO Settlement agreement that requires settlement training, Humanist Learning Systems can help you. Whether you require 4 hours , 12 hours or 16 hours, we can create an online training program that will satisfy your settlement agreement.

# Humanistic Leadership/Management



## HRCI/SHRM Discount Bundle

<https://humanistlearning.com/hrcishrm-discount-bundle/>

\$425          20.75 hours

HRCI/SHRM

This bundle pulls together 14 courses for a total of 20.75 hours of content.



## Stop Bullying in our Workplace for Lawyers

<https://humanistlearning.com/stop-bullying-in-the-workplace-for-lawyers/>

\$175          5 hours

FL Bar/CA Bar

Can anything really be done about workplace bullies? The answer is yes. Behavioral scientists have known for years how to eliminate unwanted behavior. It's time we start applying this knowledge in the workplace. Approved for CLE through the FL and CA Bars.



## Certificate Program in Applied Humanistic Leadership

<https://humanistlearning.com/certificate-in-applied-humanistic-leadership/>

\$200          8 hours

HRCI/SHRM

Learn how to be a more authentic and effective leader who is both powerfully ethical and armed with the technical skills required to master whatever challenges you face with grace and dignity.



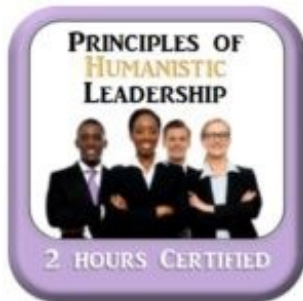
## Humanistic Communication Strategies

<https://humanistlearning.com/humanistic-communication-strategies/>

\$35          1 hour

HRCI/SHRM

Learn how to combine humility, compassion and personal responsibility into an effective communication strategy so you can focus on collaboration instead of combat.



## Principles of Humanistic Leadership

<https://humanistlearning.com/principles-of-humanistic-leadership/>

\$45          2 hours

HRCI/SHRM

The program will provide a grounding in the humanist philosophy and apply it to various aspects of leadership, from how to think strategically, to how to more effectively manage and lead people.



## The Trouble With Personality Assessments

<https://humanistlearning.com/personalityassessments/>

\$35          1 hour

HRCI/SHRM

Personality measures can be a useful tool in predicting success in the workplace. However, not all personality measures are supported by data and even validated measures can be used improperly. In this 1-hour course, you will learn how to use personality fairly and effectively



## Reality Based Decision Making for Effective Strategy Development

<https://humanistlearning.com/realitybaseddecisionmaking/>

\$35          1 hour

HRCI/SHRM

This session will help you learn how to answer the three most important questions for any strategy. What is your real problem? What is really causing it and what will really work to solve it?



## Why is Change so Hard?

<http://humanistlearning.com/change1/>

\$35          1 hour

HRCI/SHRM

Before we can embrace change, we first have to unlearn our old ways of doing things. This 1 hour course will teach you how to utilize behavioral psychology techniques to help overcome resistance to change in yourself and in others.



## Why Conflict Management Doesn't Work When the Problem is Bullying

<https://humanistlearning.com/conflictresolution/>

\$35      1 hour

HRCI/SHRM

In this 1 hour program we discuss the differences between a conflict model and a bullying elimination model and how we can use elimination models to resolve both conflicts and harassment situations ethically and effectively.



## Preparing for Difficult Conversations in the Workplace

<http://humanistlearning.com/conversations1/>

Free      15 minutes

Self Certify

This 15 minute mini-course will teach you how to prepare to face a difficult conversation so that you have the best chance of success. Taught by Kathleen Bartle this course covers 6 steps to be more confident during difficult conversations



## The Principles of Humanistic Management

<https://humanistlearning.com/?p=2237>

\$15      45 minutes

Self Certify

Humanistic management or leadership is a philosophic approach that is at once: compassionate, ethical, reasonable and strategic. The goal of this program is to help you, as a leader, make better decisions so you can be more effective with the interpersonal relationships involved in managing people.



## The Seven Sins of Staff Management

<https://humanistlearning.com/7-sins-of-staff-management/>

\$10      25 minutes

Self Certify

A top down manager manages in an egotistic way and when that fails to get the work done, they blame their employees for their own management failures. Humanistic managers don't do that. This 25 minute program will discuss 7 of the most common reasons why employees fail and what their managers can do



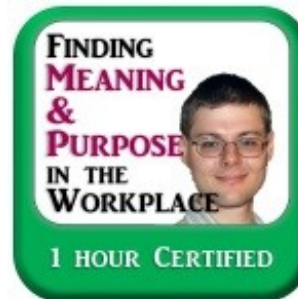
### **Why Humanistic Management**

<http://humanistlearning.com/why-humanistic-management/>

Free 1 hour

HRCI/SHRM

This one hour course will provide you with an overview of what a humanistic management paradigm is all about. Presented by Dr. Ernst von Kimakowitz, Director of the Humanistic Management Center. 1 hr. HRCI & SHRM approved course



### **Finding Meaning & Purpose in the Workplace Using Science**

<https://humanistlearning.com/workplacemeaningandpurpose/>

\$10 1 hour

HRCI/SHRM

The objective of the course is to convey specific strategies to build a meaningful workplace with a sense of purpose. Any participant should be able to take this information and, whether on the individual level, team or divisional level.



### **Humanistic Management Orientation**

<https://humanistlearning.com/humanisticmanagementorientation/>

\$50 2.5 hours

If you are new to humanistic management and would like to learn how you can incorporate humanistic techniques as a manager, this program is perfect for you. It provides training in humanistic management as well as training on how to prevent and eliminate sexual harassment using behavioral science.



### **Bridging the Generation Divide**

<https://humanistlearning.com/generationaldivide/>

\$35 1.5 hours

HRCI/SHRM

In this session we will discuss the research that has been done on generational differences and consider how we might use the knowledge to help us create more effective communication strategies. At the core of this approach is a humanistic respect for the dignity and worth of each human in your company.



# Personal Development



## How to Handle Cranky Customer Problems

<https://humanistlearning.com/crankycustomers/>

\$15          45 minutes

Self Certify

Learn why people behave how they do and so that you more effectively help solve your customer's problems without getting drawn into their drama, whatever that is. This program discusses how your responses impact your customer so you can choose a response that will help you stand your ground while still being compassionate.



## Living Made Simpler

<http://humanistlearning.com/livingmadesimpler1/>

\$100          6 hours

Self Certify

Life isn't easy. It is filled with challenges. How we navigate those challenges determines our success in life. If you want to learn more about how to be happy and how to think more effectively about the choices you make, this program will help.



## Planning for Personal Success

<https://humanistlearning.com/planforpersonalsuccess/>

\$25          1.5 hours

Self Certify

Are you lacking structure? Life a little chaotic? Are you unsure how to be the person you really want to be?

This course will help you learn how to live your values fully, using critical thinking to improve your odds of success and to remove the fears that overwhelm you.



## Humanist Meditation: Answers for Skeptics

<http://humanistlearning.com/meditation101/>

\$25          1 hour

Self Certify

Curious about meditation? Wondering what science says about this ancient practice? This course taught by Rick Heller of the Humanist Mindfulness group will walk you through the history of the practice, what science tells us happens when we meditate and how this



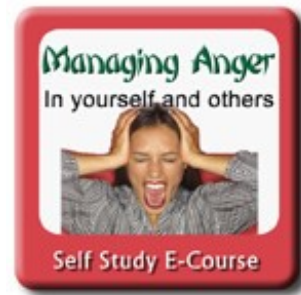
### **Socratic Jujitsu**

<https://humanistlearning.com/socratic-jujitsu/>

\$15            1 hour

Self Certify

This program discusses recent research on how ideas are formed and changed to help you understand why and how to yield to your opponent and how to turn the conversation around using Socratic questioning techniques to frame the underlying moral debate to your advantage. In other words: how to win an



### **Managing Anger: In Yourself and Others**

<https://humanistlearning.com/angermanagement101/>

\$7.50            45 minutes

Self Certify

This is a short video course consisting of 12 video discussions with Dr. Leon Seltzer. Covering what anger is, why we have it, how to calm yourself and how to constructively deal with the anger of others.