



## Healthy Relationship / Responsible Fatherhood / Workplace Ethics Solution

Empowering Generational Responsibility is not something that happens overnight or as the result of wishful thinking. Instead, it is the culmination of years of refinement in the practices of educating and training individuals and families in the areas of healthy relationships, responsible fatherhood, and workplace ethics. Both the activation and cultivation of these three key components of generational responsibility, is necessary to foster within our communities the foundational belief that our responsible actions today will directly and positively influence the generations of tomorrow. Effective, evidence-based curricula have the power to positively impact various population segments in these ways.

The provisions outlined below have been shown to be effective in building generational responsibility in at-risk populations. Additionally, this successful model for social and generational change has been made scalable with the advent of mobile digital technology. This engagement tool is an essential component of the scaling formula. By pairing it with effective, evidence-based curricula, we have at our disposal the first demonstrated model for restoring the American Dream, via empowering generational responsibility. The provisions outlined below give an expanded look into this process.

### Effective Programming to Empower Generational Responsibility Contains These Elements:

#### 1. Accountability and Relational Attributes - (10 two-hour workshops) In the framework doc this is called "Responsible Adulthood/- Fatherhood education and skills training that has character formation as it's focus and that holistically engages a person's family or relational supports."

Character-driven Responsible Adulthood:

Participants learn to:

- Create a written Individual Development Plan (IDP) that will chart the goals, objectives, progress, and milestones (including employment and education plans)
- Identify the measure of a man or woman and his/her maturity (or immaturity) and how that relates to success, as well as the true roles of manhood/womanhood
- Recognize roles and responsibilities within the family, employment, and community
- Understand the fundamental difference between childhood and adulthood (relating to choices, reactions)

Holistic Family/Relationship Engagement:

Participants learn to:

- Develop a personal and family mission statement reflective of their desired personal and familial values
- Understand the importance of relationships and how that translates into the importance of community involvement and employment
- Identify the value of "family" and the traits that make strong relationships
- Create a positive legacy for future generations
- Develop long-term goals, and understand how those goals impact multiple generations



## **2. Healthy Relationship Skills and Education (8 two-hour workshops)**

Participants learn:

- Listening styles and skills
- Identify the characteristics of four distinct styles of talking and listening
- Recognize the positive and negative impacts of each style
- Conflict resolution through healthy communication
- Learn how you alone can direct the communications positively
- Learning how important discussions – making decisions, solving problems, setting priorities – can build relationships rather than causing conflict.
- Anger management
  - Create an individual strategy for managing anger
- Develop healthy processes for resolving issues

## **3. Job Ethics Training (2 day (8 hour day) seminar)**

Participants learn:

- Effective goal setting
  - Recognize the difference between goals and dreams
- Learn to identify and complete the steps necessary to achieve a goal
- Working with others
  - Learn how to communicate respect for co-workers and customers
  - Identify the core beliefs of your employer and customers
  - Align efforts and attitudes for success
  - Learn how to effectively participate in work teams
- Time management and scheduling
  - Learn how to anticipate your workload
  - Recognize effective strategies to get your work done on time
  - Develop a plan to balance work and recreation
- Process thinking
  - Learn the importance of effective process in the workplace
  - Recognize the basic concepts of constant improvement

## **4. Case Management that Engages Clients in a Pro-social Community (indefinite engagement, increased accountability, minimum of once per month)**

Pro-social Community Defined: A Pro-social Community is a social network that meets regularly online and at physical locations where participants engage in positive activities including ongoing education, self-development and community service to the general public.

To function effectively as a responsible person, individuals must first learn self-management, accept accountability, and display transparency. This requires ongoing peer support.

Participants learn to:

- Learn how to be accountable themselves and to hold others accountable in a positive environment
- Develop a stronger sense of self-responsibility
- Learn how to make those decisions that will enrich their lives and communities
- Increase regard and respect for people from different backgrounds
- Give back to the community through sharing unique strengths and abilities
- Connect with others who are making positive choices

## **5. Intensive Case Management Utilizing Mobile Digital Technology**

Supports participants by:

- Providing engaging content that extends the learning experience during gaps between classes
  - Engaging them on a platform that allows access to personal growth content from multiple providers
  - Is compatible on both mobile and web-based devices, for universal accessibility
- Facilitates deeper and more regular engagement in the pro-social communities
- Providing actionable, near real time data to case managers, allowing more effective assistance and longitudinal studies
  - Providing real-time reporting to participants, allowing them to chart goals, recognize obstacles, and track achievements