



*amhorizons.com*

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Through innovative and interactive diversity education, personal empowerment, and team building, we help individuals and organizations approach old problems with new solutions.

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Who is...

## **ANDRE KOEN**

Andre Koen is an energetic presenter, a powerful communicator, and a dynamic teacher. There are many words that describe him. The most illustrative is, **“Andre, the Enkindled Spirit”**. Andre is a diversity trainer in Minnesota. He provides face-to-face and online courses on diversity education including leadership development, empowerment training, cross-cultural competence, sensitivity training, anti-racism training and team building.

*andrekoen.com*





# 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.*

## **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 & 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.

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