

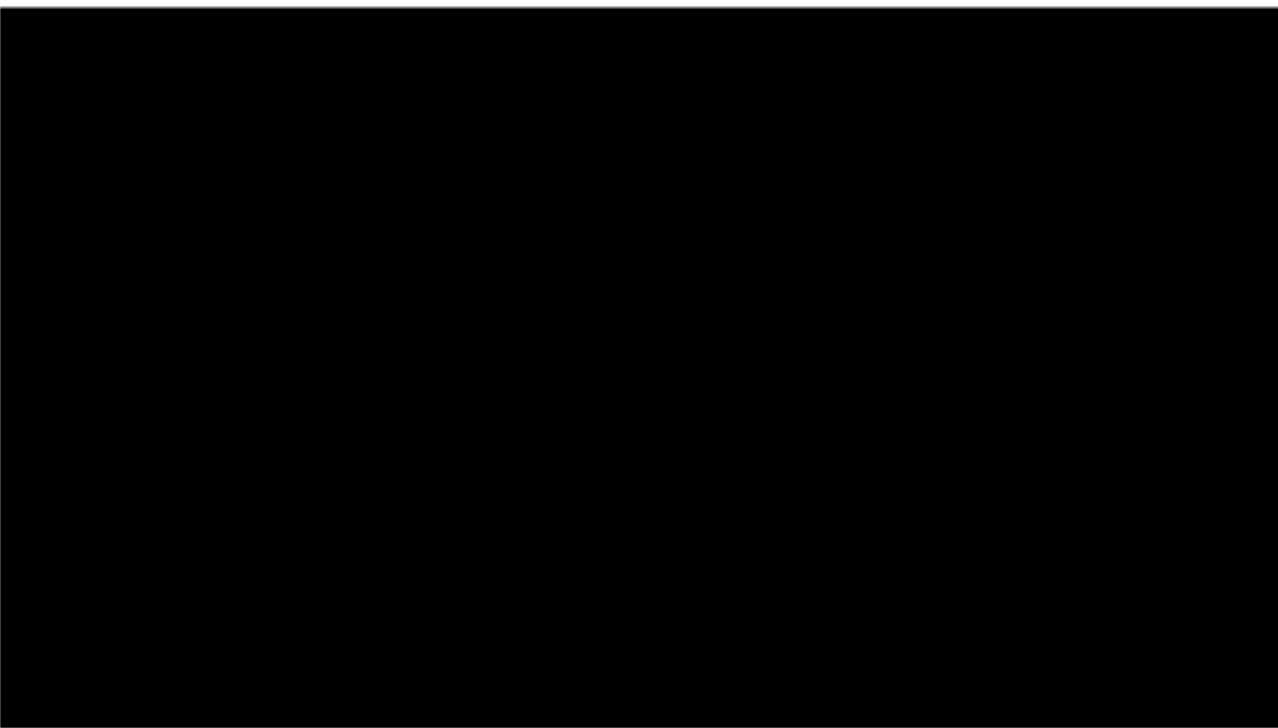
About Andre

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. Most of his clients include professionals needing continuing education credits. His weekly blog includes ideas for controlling, removing, and fighting discrimination. Koen also offer one-on-one training and coaching.

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.



Bullying and Intimidation Intervention

Bullying and Cyber-intimidation harm schools and create costly liabilities in our workplaces. We find the best solutions for you both in our facilitated classroom discussion and through our online course.

Creating a Respectful Environment

As our workplaces become more complex in ethnic, cultural and learning styles, we can empower employees to communicate and build upon the synergy of their diverse experiences to replace conflict with growth.

Conflict Management in the Organization

Finite resources, vague goals and limited time are the volatile mixtures that produce conflict. In this workshop, employees learn innovative methods to negotiate conflict productively.

Cultural Sensitivity Coaching

Our world continues to change and our social and business networks are becoming increasingly integrated systems. Events in China can enhance or disrupt our daily lives, because we are all interconnected. This session explores the public and private roles we all play and the profitable lessons we can learn from each other.

Discrimination/Microinequities Training

Microinequities and discrimination can undermine workplace and social cooperation. In this session, supervisors and business leaders learn how to minimize unproductive and unprofitable behavior and optimize the discretionary efforts of their employees.

Sexual Harassment and 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 and empower employee relations to maximize a return on investment.

 
andre koen
recycling minds andrekoen.com

INNOVATION

“Through innovative and interactive diversity education, personal empowerment, and team building, we help individuals and organizations approach old problems with new solutions.” We help Government and Educational organizations manage and train staff, employees, and clients on diversity issues without blame, fault or guilt.

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First if all we understand that all human being have the similar goals and that it is often their methods of obtaining these goals that either increase conflict or create misunderstanding of their motivations or confusion of their behaviors. So by focusing on the needs, desire and goals of the customers we can engage them where they are. We also encourage people to extend gratitude, respect and honor as the only sure fire way of obtaining those productive behaviors.

DIVERSITY & INCLUSION

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.

Do your employees need some help?

Women in the workplace, cultural differences, racism, hetero-sexism and new immigrants can be difficult issues for staff to deal with and understand. When we have not grow up with or even had to think about these issues we often make mistakes when we experience diversity in the workplace.

We can only improve.

There is nowhere but up from here. When are we ready to change? When we are no longer able to achieve our goals. When working with difficult or challenging individuals we help them transform their old behaviors, mindsets and attitudes by facilitating their discovery of new and enriching goals.



DIVERSITY & INCLUSION
Recycling Minds



Cultural Competence begins with understanding one's culture. It is interesting that many American's have not read the Constitution, are not familiar with Declaration of Independence and have little idea of the protections of the 1964 Civil Rights Act. All that said, it is clear that people have different methods to obtaining their goals. We must them analyze behaviors, contextualize motives and illuminate taboos that may become roadblocks to our success. There must be a balance of looking in and look out, knowing our immigration stories and begin open to others having theirs.

Disciplinary Action.
Often as we are learning about diversity issues there may be employees that need more attention and individualized lessons. We offer one on one training and coaching. Our work allows individuals the chance to assess their personal values, organizational values and create action plans for personal and professional growth. These sessions are about 3 hours, via Skype, Online Learning and Online assessments.

