

Biography

Andre Koen is an energetic presenter, a powerful communicator, and a dynamic teacher. Andre integrates his abilities as an improvisational comedian, large group facilitator, keynote speaker, and classroom teacher to captivate and educate his audience.

Andre currently serves as the EEO/Affirmative Action Diversity Coordinator for Anoka County, Minnesota; where he educates the community about the law and diversity issues. Prior to his work at Anoka County, Andre was the Academic Dean at the National American University, where he inspired mid-career adults to live their dreams and reach their potential. Andre believes that people possess the ability to empower themselves, and that belief is made manifest by his unique style of teaching.

The National Association of Human Rights Workers awarded Andre with the Human Rights Worker of the year award for Andre's continued dedication to Human and Civil Rights. This award was presented at the National Conference.

Andre received both the "American Red Cross Marketing" and "The Community Presentations Volunteer of the Year" awards for making a difference in his community. Andre played a key role in the development of the Safety Mobile orientation video, by writing the script for the orientation, and demonstrating the skills on the orientation video.

As an agent for change, group facilitator and youth advocate, Andre believes that everyone has the capacity for leadership. Through his work with the American Youth Foundation (AYF), Andre served as "program specialist" for the Community Education Resource Team. There he initiated a training that promoted diversity within communities and schools. In addition to his role as program specialist, Andre served as director of the International Leadership Conference in Ossipee, N.H.

Prior to AYF, Andre served as coordinator of Special Services for the St. Joseph Residential Treatment Center in Dayton, Ohio. He is committed to multicultural awareness, youth development, planning, treatment planning, mentoring, behavior modification and life skills curricula.

There are many words that define Andre Koen, but the most definitive is, "Andre, the Enkindled Spirit."

Andre' M. Koen
7951 Greenwood Drive, Mounds View, MN 55112
651.332.1052 andre@amhorizons.com www.amhorizons.com

SUMMARY OF QUALIFICATIONS

2005-Present

Anoka County Government

Anoka County is the fourth largest county in Minnesota. The Office of the Diversity Coordinator is to monitor and implement the Affirmative Action Plan (AA), Equal Employment Opportunity (EEO) Plan as well as the Americans with Disabilities Act (ADA).

Diversity Coordinator

Develops and implements policies in accordance with federal, states and local laws as they relate to AA/EEO/ADA. In addition, the education of all county employees on the issues of working with diverse populations, cultural awareness and understanding economics class is of great importance.

2000-Present

National American University (NAU)

National American University is a small private career university. NAU's focus is to become partners with adult learners as continue on their path of life long learning.

Adjunct Professor

Facilitates the learning plans of adult college students using the Pacific Institutes' Thought Patterns curriculum and instructs the Professional Development Course. I also use the Meyers-Briggs temperament sorter, Holland's Career Inventory, SCAN Skills, LPI Aptitude test as well as teaching students to set life goals based on the Seven Habits of Highly Effective People.

Academic Dean (2004-2005)

Schedule and recruit instructors that have a balance of teaching and real world experience. I also monitor student success, order educational material, conduct faculty trainings and manage the learning plans for over 200 adult students.

1998-2004

Skills for Tomorrow Schools (Skills) St. Paul, Minnesota

Skills for Tomorrow is a School-to-Work charter school using Joel Baker's EFG Competencies. Its Senior High focuses on providing students with small class sizes, performance based assessment, educational fundamentals, leadership skills and career development opportunities. Responsibilities include developing, facilitating, monitoring

and evaluating curriculum for 120 students who focus on social change, valuing equity, self-esteem, ethical behavior and student as leader.

Lead Educator

Facilitates the learning plans of 130 high school students using tools such as Myers-Briggs temperament sorter, Holland's Career Inventory, SCAN Skills, LPI Aptitude test as well as teaching students to set life goals based on the Seven Habits of Highly Effective People.

Service Learning/ Job Coach

Coaches a team of students in the use of work place and SCAN skills in a real world environment. Coordinates the learning objectives, service projects and reflection activities for students who have 180 hours of service learning to earn.

Multi-media Administrator

Instructs, maintains and problem solves for a Microsoft NT LAN network with 50 PCs and 120 users. Production coach for multi-media/web based products for both teachers and students. PC Based products used: MS XP family of products, Hyper Studio, Macro Media Flash MX, Dream Weaver, Movie Shaker, Inspiration 6, I-Movie, Adobe GO-Live, Sonic Family of Products and other media packages.

Educating Future Generations Coach (EFG)

Served as trainer-to-be, a resource to teachers both internal and external throughout the organization. Trainings focus on providing teachers with resources to expand their current curriculum, to build partnerships with the community, and to build student competencies through meaningful work.

1988-1998

American Youth Foundation (AYF) St. Louis, Missouri

AYF provided skilled competence in the areas of recruiting volunteers, drafting proposals and developing, implementing, monitoring and evaluating programs. Achieved professional certification in the following areas: Low and High Challenge Course, Group Facilitation, First Aid, Adventure Education and Trainer.

Program Coordinator International Leadership Conference (ILC), Director

Responsible for developing, facilitating, monitoring and evaluating leadership curriculum for students and advisors in AYF's high school programs in St. Louis, MO; Dayton, OH; Cleveland, OH; Cincinnati, OH; New Orleans, LA; Detroit, MI; and La Port, IN Oversight of the ILC program in Ossipee, New Hampshire 140. Also Responsible for recruitment, training and retention of staff volunteers, budget allocations and providing a safe nurturing environment for 140 youth from over 8 countries.

Related Career Qualifications

AM Horizons Training Group, LLC

Lead Facilitator in a national consulting firm that provides training, coaching and support in the areas of Equity/Diversity, Team work and leadership.

Saint Thomas University

Online teaching assistant, offered support and technical help for students who were new to online courses.

Stevie Ray's Improvisational Comedy Troupe

Performer and troupe member our focus is on performance and teaching individuals and organizations how to think on their feet, improve public speaking and how to play together which touches on diversity issues.

New Orleans Diversity Team, New Orleans, LA

Is a Train the Trainer programs that for the last six years has been teaching over 200 youth how to facilitate dialogue on diversity issues.

World of Difference, St. Louis, MO

Lead Facilitator 1993-1998. Taught and conducted diversity workshops for adult and youth groups in the St. Louis Area

Teaching Assignments

National American University PS1500- Strategies for Successful Thinking

Minnesota School of Business CM1100- Interpersonal Communications

Rasmussen College PS100- Keys to College Success

Adler Graduate School- Multicultural Relations

EDUCATION

University of St. Thomas University St. Paul, MN

MA, Educational Technology Program

National American University St. Paul, MN

BS, Organizational Leadership

Certificates/Certifications

Educational Technology Certificate, St. Thomas University

“We used Andre to facilitate a staff retreat. He was very thoughtful and creative in helping us to realize the most positive results from our retreat experience.” September 17, 2008

Top qualities: Personable, Good Value, Creative
Wesley Walker: hired Andre as a Consultant /Facilitator in 2007
Contact: Wesley Walker, Executive Director
NorthWay Community Trust
1501 West Broadway
Minneapolis, MN 55411
(612) 521-4500
wwalker@northwaycom.org

“Andre Koen and I have facilitated diversity and leadership workshops throughout the United States. He is a master facilitator-able to engage, challenge and inform groups of all ages. I recommend Andre as a lead facilitator without reservation and with only praise.” June 30, 2008

Mary Dee Schmidt, director of youth leadership St.Louis, FOCUS St. Louis
Mary Dee Schmidt
Program Director, Youth Leadership St. Louis
Tel: 314-622-1250 x114

“Andre is a personable, energetic, and polished presenter. ASGA has had him as a featured speaker twice at our conferences and he has performed well. He's talented, smart, and funny!” May 27, 2008

Butch Oxendine, Executive Director, American Student Government Association
Phone: 352-373-6907
FAX: 352-373-8120
Web: www.asgaonline.com
Mailing/Shipping Address:
412 NW 16th Avenue
Gainesville, FL 32601-4203

“Andre brings a unique energy that is refreshing and inspires people to think and act differently to create and reach their goals. He has the ability to communicate his message to any age group, any class and any race. In such a diverse country we need people like him to help us build those bridges. If you are looking for a change Andre can help you make it manifest.” May 27, 2008

Top qualities: Great Results, High Integrity, Creative
Christine O'Brien hired Andre as a Career Coach in 2008, and hired Andre more than once.

Christine O'Brien
1845 East Franklin Ave
Minneapolis, MN 55404
612-341-3358
cmob78@yahoo.com

“Having a can-do attitude that resonates well with multiple personality types is a defining characteristic of Andre. He owns more social skill than most, and can find something to relate to in nearly everyone. He understands the significance of emotional quotient and has the ability to put others at ease. Time and time again, Andre's glass is never half empty.” January 14, 2008

Sandra Meyer, Executive Director, National Association of the Remodeling Industry, MN Chapter
NARI of Minnesota
International Market Square
275 Market Street Suite 565
Minneapolis, MN 55405
tel. (612) 332-6274
fax. (612) 332-7854
meyer0517@hotmail.com

Adler Graduate School
Evelyn Haas, Director of Student services
1550 e. 78th Street
Richfield, MN 55423
612-861 7554 x 107

Adler Graduate School
Dan Haugen, Academic Vice President
1550 e. 78th Street
Richfield, MN 55423
612-861 7554 x 107

Willie Ratchford
President of the National Association of Human Rights Workers
Community Relations Committee
600 East Trade Street, Suite 003
Charlotte, NC 28202
704-336-2195
wratchford@ci.charlotte.nc.us
Department of Civil Rights

Ronald Brandon
350 S. 5th Street, Room 239
Minneapolis, MN 55415
Phone: 612- 673-3012
ronald.brandon@ci.minneapolis.mn.us

Anoka County
Dee Guthman
Associate County Administrator
Dee.Guthman@co.anoka.mn.us
763-323-5711