



ANDREW COHN

Andrew Cohn uses his skills and experience as a consultant and attorney to enable his clients to improve their business results by improving individual and team performance. He accomplishes this by:

- clarifying issues
- focusing on solutions
- facilitating effective learning and development, and
- building more successful teams.

He is an effective and trusted facilitator, consultant, coach, and business advisor.

Andrew has worked with work teams at all levels to improve goal alignment, establish and maintain team processes & communication, and build levels of trust. He has also designed and facilitated numerous leadership development activities, using a variety of learning models, success strategies, and assessment tools (including MBTI, FIRO-B, ILS/MSQ, Emotional Intelligence, Hogan Derailer, Leadership Challenge, Transformational Leadership, Parker Team Player Survey, Drexler/Sibbett, as well as customized 360° feedback tools). He stresses the link between effective leadership and high-performance teams and supports his clients in developing the two together.

Andrew also facilitates solutions to workplace disputes, whether related to performance management, workplace culture, potentially illegal activities, or otherwise. He counsels leaders and leadership teams regarding best options, as well as meaningfully supports and coaches all parties in disputes to find common ground and move forward. His open-minded and non-judgmental style fosters trust and positive focus, and he helps his clients move through conflicts as quickly and productively as possible.

As a diversity and cross-cultural consultant, Andrew enables his clients to view diversity issues as central to both effective teamwork and bottom-line success. He has designed and conducted diversity-related sessions for clients in a variety of industries, stressing the connection between effective management of diversity issues and maintaining a high-performing team culture.

As a coach, Andrew is particularly effective working with clients who are interested in improving their own performance while driving business success. He works with clients to overcome “right v. wrong” thinking in favor of “what works”, and he supports leaders in expanding their toolkit related to emotional intelligence, business strategy development, and technical competence.

Andrew has also co-developed “Service-Based Team Building”, a unique and powerful program that brings an ethic of service to work teams and the environments in which they operate.

Andrew previously worked as a defense attorney, assessing and resolving disputes in litigation. Andrew is a graduate of Loyola Law School in Los Angeles, and is a member of the State Bar of California. He also holds a Master’s degree in Applied Psychology from the University of Santa Monica, and has been trained as a workplace mediator by the Los Angeles County Bar Association.

