

# **Anne E. Collier, MPP, JD, PCC**

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## **SUMMARY**

Expert leadership coach steadfast in her commitment to excellence and her clients' goals. Dedicated to improving culture, collaboration, and communication. Coaches and delivers programming designed to help individuals, teams, and organizations amplify accomplishments, improve financial stability, and achieve greater self-actualization. Transforms clients' performance by improving their ability to focus and act deliberately while instilling greater confidence and resilience in the face of uncertainty. Creative problem solver, expert facilitator, and passionate partner in success.

## **EDUCATION**

### **University of Michigan Law School**

J.D. *cum laude*, 1991

### **University of Michigan, Institute of Public Policy Studies**

Master of Public Policy, 1988

### **University of Michigan**

Bachelor of Arts with High Distinction, concentration in Economics, 1988

James B. Angell Scholar, 1986 and 1988

## **PROFESSIONAL EXPERIENCE**

### **ARUDIA**

#### ***Chief Executive Officer, 2004 to present***

Leads firm dedicated to actualizing clients' success by upgrading culture, collaboration, and communication. Lays the foundation by utilizing a suite of emotional intelligence-based and other assessment tools. Builds teams and leaders by coaching them to have *Win-Win Conversations* and use *Coaching Skills* with colleagues.

Coaches and develops executives, executive teams, vertical teams, and professionals to identify and achieve critical goals, including to increase profitability, develop leadership and management skills, boost team performance, make career changes, restructure departments and organizations, manage transitions, maintain focus, communicate effectively, increase efficiency, and create an enduring sense of accomplishment and purpose. Develops and leads customized coaching, leadership, and team development workshops to target the unique and specific needs of every client.

Built robust online courses and on-demand webinar library, including the Learning Collaborative Management Academy ("LCMA"). The LCMA is a year-long high-end management and leadership live training offered on a virtual platform buttressed with on demand courses and webinars.

## **LEGAL EXPERIENCE**

### **Miller & Chevalier, Chartered**

***Counsel, Senior Associate, July 1998 to September 2002***

### **King & Spalding**

***Associate, January 1996 to May 1998***

Advised and represented clients on a broad range of tax and business matters. Planned transactions and resolved controversies at all administrative levels and in the courts. Influenced the IRS and Treasury Department on administrative and legal guidance. Devised creative and practical solutions to complex tax and business issues. Gained a broad range of understanding of different industries including aerospace, automotive, banking, public utilities, oil and gas, retail, telecommunications, and services.

### **IRS, Legislative Affairs Division**

***Legislative Analysis Officer, March to December 1995***

Developed legislation and internal operation for centralized collection of tax and non-tax debt. Represented the IRS in inter-agency negotiations. Briefed senior officials and prepared legal and policy memoranda on substantive and administrative tax legislation. Received Treasury Finance and Management Award, IRS Special Act Award, and IRS Manager's Award.

### **IRS, Office of Chief Counsel, IT&A**

***Attorney Advisor, October 1991 to March 1995***

Prepared legal memoranda and briefed IRS and Treasury officials on substantive tax issues. Drafted guidance on financial products and a broad range of tax accounting issues. Represented IRS in presentations at ABA meetings. Received three IRS Special Act Awards.

## **CERTIFICATIONS**

- Actualized Leader Profile; Group Culture Profile®; Actualized Leader 360-Degree Assessment
- Myers-Briggs Type Indicator Step I and Step II Master Practitioner
- Kirton Adaption-Innovation Inventory
- Center for Creative Leadership Benchmarks 360 Suite
- Emotional Intelligence Quotient 2.0 and 360 Feedback
- Apter Motivational Style Profile and Apter Leadership Profile System
- Professional Certified Coach by International Coach Federation
- Member of Bar, District of Columbia and Michigan
- Settlement Mediation for the Professional from Center for Dispute Settlement
- Nonviolent Communication Intensive Training from Bay NVC
- Strength Deployment Inventory
- Actualized Leadership Profile and Group Culture Profile

## **LEADERSHIP**

- American Bar Association, Diversity & Inclusion Committee, Magazine Board, and Productivity & Knowledge Strategy Committee, appointed 2020
- Women's Bar Association of Washington, DC Board Member 2015 to present (elected)
- George Town Club Board Member 2017 (elected)
- District of Columbia Bar Law Practice Management Section Steering Committee Chair, Co-Chair, and Member 2010-2016 (elected)

- District of Columbia Bar Practice Management Service Committee 2013-2015 (appointed)
- American Bar Association, Law Practice Division, Women Rainmaker Committee (funded position) 2013-2015; reappointed 2020

## PUBLICATIONS

### Articles

1. **Collier A.** (2011, Jan). Managing to Strengths in Small-Staff Associations. *Associations Now*, Epub: [https://www.asaecenter.org/resources/articles/an\\_magazine/2011/january/managing-to-strengths-in-small-staff-associations](https://www.asaecenter.org/resources/articles/an_magazine/2011/january/managing-to-strengths-in-small-staff-associations)
2. **Collier A.**, (2011, Oct 10). Lead by Coaching. *American Society for Association Executives*, Epub: [https://www.asaecenter.org/resources/articles/an\\_magazine/2011/september-october/lead-by-coaching](https://www.asaecenter.org/resources/articles/an_magazine/2011/september-october/lead-by-coaching)
3. **Collier A.**, Fujii E. (2012, July 19). 3 Steps to Short-Circuit Stress. *American Society for Association Executives*, Epub: [https://www.asaecenter.org/resources/articles/an\\_plus/2012/july/3-steps-to-short-circuit-stress](https://www.asaecenter.org/resources/articles/an_plus/2012/july/3-steps-to-short-circuit-stress)
4. **Collier A.** (2014). Get Happy Employees!. *Choice: The Magazine of Professional Coaching*, 12(1),18-19.
5. **Collier AE.** (2014, Jan). Why Your Associates (And Partners) Need Help Branding. *Marketing the Law Firm*, 7-8).
6. **Collier AE.** (2013, Jan). Why Every Lawyer Needs To Lead. *Law Firm Partnership & Benefits Report*, 18(11), (1-8).
7. **Collier A.** (2014, April 15). Mastering The (Not So) Long Woo. *ABA Law Practice Today*, <http://www.lawpracticetoday.org/article/mastering-the-not-so-long-woo/>
8. **Collier A.** (2015, Feb). Help Them Amp Up Business Development with Style. *National Association for Law Placement PD Quarterly*, 37-44.
9. **Collier A.** (2015, May/June). Culture Matters. *Law Practice*, 44-47.
10. **Collier A.** (2015, August 15). Style Matters: How Cognitive Diversity Affects Your Work. *ABA Law Practice Today*, Epub: <http://www.lawpracticetoday.org/article/style-matters-cognitive-diversity-affects-work/>
11. **Collier A.** (2015, Nov 30). Understanding and Engaging Millennials. *Law Firm Partnership & Benefits Report*, Epub: <http://www.lawjournalnewsletters.com/sites/lawjournalnewsletters/2015/11/30/understanding-and-engaging-millennials/>
12. **Collier A.** (2016, April 14). The Tortoise And The Hare. *ABA Law Practice Today*, Epub: <http://www.lawpracticetoday.org/article/the-tortoise-and-the-hare-how-your-preferences-for-change-affect-the-success-of-your-firm/>
13. **Collier A.** (2016, Sep 20). To Better Manage Millennials, Check Your Biases. *American Society for Association Executives*, Epub: <http://www.associationcareerhq.org/talent-management/manage-millennials>
14. **Collier A.** (2016, Nov 14). Dealing Effectively With Underperformance. *ABA Law Practice Today*, <http://www.lawpracticetoday.org/article/dealing-effectively-underperformance/>
15. **Collier, A.** (2017, Jan/Feb). How An Introvert Can Build A Thriving Practice. *Law Practice*, 58-61.
16. **Collier A.** (2017, Feb 14). Making It Rain: Practical Tips from Those Who Do: Denise Mingrone. *ABA Law Practice Today*, <http://www.lawpracticetoday.org/article/women-rainmakers-denise-mingrone/>

17. **Collier A.**, Albro S. (2017, Feb 23). Millennials Managing Up: How to Work With Your Boomer Boss. *American Society for Association Executives*, Epub:  
[http://www.associationcareerhq.org/career\\_management/how-to-work-with-your-boomer-boss](http://www.associationcareerhq.org/career_management/how-to-work-with-your-boomer-boss)
18. **Collier, A.** (2017, March). Step Into Power: Lead With Aplomb. *Law Firm Partnership & Benefits*, 22(12), 3-4.
19. **Collier A.** Embracing and Improving Your Leadership Style. *Marketing The Law Firm*, April 2018; 33(12): 3, 4, 8. Available at:  
<http://www.lawjournalnewsletters.com/2018/04/01/embracing-and-improving-your-leadership-style/>
20. **Collier, A. E.** Supercharging Your Firm's Culture: From Stressed to Resilient. *Legal Executives Institute*, October 10, 2019. Available at:  
<http://www.legalexecutiveinstitute.com/practice-innovations-october-supercharging-culture/>
21. **Collier, A.E.** The Thriving Lawyer: How to Prevent Fear of Failure from Derailing Success. *ABA Law Practice Magazine*, January/February 2020. Available at:  
[https://www.americanbar.org/groups/law\\_practice/publications/law\\_practice\\_magazine/2020/jf2020/jf20ttl/](https://www.americanbar.org/groups/law_practice/publications/law_practice_magazine/2020/jf2020/jf20ttl/)
22. **Collier, A.E.** The Thriving Lawyer: Why Trust Is a Management Tool. *ABA Law Practice Magazine*, May/June 2020]. Available at:  
[https://www.americanbar.org/groups/law\\_practice/publications/law\\_practice\\_magazine/2020/mj2020/mj20ttl/](https://www.americanbar.org/groups/law_practice/publications/law_practice_magazine/2020/mj2020/mj20ttl/)
23. **Collier, A.E.** The Thriving Lawyer: Superpower Confidence Without Certainty. *ABA Law Practice Magazine*. Available at:  
[https://www.americanbar.org/groups/law\\_practice/publications/law\\_practice\\_magazine/2020/so2020/ttl/](https://www.americanbar.org/groups/law_practice/publications/law_practice_magazine/2020/so2020/ttl/)
24. **Collier, A.E.** The Thriving Lawyer: Why Weathervane Leadership Never Works. *ABA Law Practice Magazine*,  
[https://www.americanbar.org/groups/law\\_practice/publications/law\\_practice\\_magazine/2020/nd20200/ttl/](https://www.americanbar.org/groups/law_practice/publications/law_practice_magazine/2020/nd20200/ttl/)
25. **Collier, A.E.** The Thriving Lawyer: The Power of An Accountability Partnership. *ABA Law Practice Magazine*. Available at:  
[https://www.americanbar.org/groups/law\\_practice/publications/law\\_practice\\_magazine/2021/jf21/ttl/](https://www.americanbar.org/groups/law_practice/publications/law_practice_magazine/2021/jf21/ttl/)
26. **Collier, A.E.** The Thriving Lawyer: Don't Take It Personally, Really. *ABA Law Practice Magazine*. Available at:  
[https://www.americanbar.org/groups/law\\_practice/publications/law\\_practice\\_magazine/2021/ma21/ttl/](https://www.americanbar.org/groups/law_practice/publications/law_practice_magazine/2021/ma21/ttl/)
27. **Collier, A.E.** What It Takes to Embrace Our Highest Potential. *ABA Law Practice Today*, Available at: <https://www.lawpracticetoday.org/article/what-it-takes-to-embrace-our-highest-potential/>
28. **Collier, A.E.** It's Not You. It's Not Me. It's Our System. *ABA Law Practice Today*. Available at:  
[https://www.americanbar.org/groups/law\\_practice/publications/law\\_practice\\_magazine/2021/mj21/ttl/](https://www.americanbar.org/groups/law_practice/publications/law_practice_magazine/2021/mj21/ttl/)
29. **Collier, A.E.** Why Resonant Listening Is Essential to Thoughtful Leadership. *ABA Law Practice Today*, [Accepted for publication].
30. **Collier, A.E.** The Leadership Playbook for Thriving Post Pandemic. *ABA Law Practice Magazine*, [Accepted for publication].

31. **Collier, A.E.** Why You Need to Sharpen Your Sword. *ABA Law Practice Magazine*, [Accepted for publication].
32. **Collier, A.E.** The Thriving Lawyer: Take The No-Worry Challenge. *ABA Law Practice Magazine*, [Accepted for publication].

### **Books**

1. **Collier, A.** (2017). *The Workplace Toolkit: Actionable Approaches To People Problems*.

### **Book Chapters**

1. **Collier AE.** (2015) Networking. In *Marketing Success: How Did She Do That?* (pp. 17-45). Chicago, IL: American Bar Association.
2. **Collier AE.** (2018) Leveraging Coaching for Greater Well-Being. In *The Best Lawyer You Can Be: A Guide to Physical, Mental, Emotional, and Spiritual Wellness*. (pp. 159-164). Chicago, IL: American Bar Association.
3. **Collier AE.** (2018) Self-Care for the First Year. In *An Associate's First Year: A Guide to Thriving at a Law Firm*. (pp. 155-168). New York, NY: Practising Law Institute (PLI) Press.

### **REPRESENTATIVE KEYNOTES AND PRESENTATIONS**

1. **Collier, AE.** National Council for Behavioral Health, *Create A Win-Win Conversation*, Las Vegas, NV, April 2013.
2. **Collier, AE.** Professional Development Consortium, *What's In Your Toolbox*, Boston, Massachusetts, July 2013.
3. **Collier, AE.** National Council for Behavioral Health, *Create Your Professional Brand*, National Harbor, MD, May 2014.
4. **Collier, AE.** National Council for Behavioral Health, *Create Your Professional Brand*, Kissimmee, FL, April 2015.
5. **Collier, AE.** Professional Development Institute, *Change Their Understanding, Change Their Behavior*, Washington, DC, December 2015.
6. **Collier, AE.** New York City Bar Association, *Building Your Personal Brand & Business Reputation: How to Distinguish Yourself and Be Remembered*, New York, NY, February 2016.
7. **Collier, AE.** National Council for Behavioral Health, *Create Your Professional Brand*, Las Vegas, NV, March 2016.
8. **Collier, AE.** Source America; *Empower You: 5 Steps to Create Your Professional Brand*, National Harbor, MD, April 2016.
9. **Collier, AE.** National Association of Women, *Providing Full Spectrum Legal Advice; Partnering in Both Business and the Law*, Lawyers, New York, NY, July 2016.
10. **Collier, AE.** New York City Bar Association, *Building Your Personal Brand & Business Reputation: How to Distinguish Yourself and Be Remembered*, New York, NY, February 2017.
11. **Collier, AE.** New York City Bar Association, *Using Adaption-Innovation Theory To Lead*, New York, NY, April 2017.
12. **Collier, AE.** Mental Health Corporations of America; *Create Your Professional Brand*, Denver, Colorado, August 2017.



13. **Collier, AE.** Mental Health Corporations of America; *Using Adaption-Innovation Theory to Effectively Lead, Manage, and Collaborate*, Denver, Colorado, August 2017.
14. **Collier, AE.** American Society of Association Executives; *Peer Coaching and Formal Mentoring*, Toronto, ON, August 2017.
15. **Collier, AE.** International Society for the Study of Trauma and Dissociation; *Get Ahead of Stress, Burnout, and Compassion Fatigue*, Chicago, IL, March 2018.
16. **Collier, AE,** Shaffer CK. Planetree International Conference; *Get Ahead of Stress, Burnout, and Compassion Fatigue*, Baltimore, MD, October 2017.
17. **Collier, AE,** Shaffer CK. New Jersey Association of Mental Health and Addiction Agencies; *Get Ahead of Stress, Burnout, and Compassion Fatigue*, Edison, NJ, April 2018.
18. **Collier, AE.** Women in Government Relations; *Finding Your Tribe*, Washington, DC, April 2018.
19. Johnson, M, **Collier, AE.** Mental Health Corporations of America; *From Red To Black: Righting the Behavioral Health Ship*, Savannah, GA, May 2018.
20. **Collier, AE.** American Legal Administrators; *The Next Frontier: Cognitive Diversity*, National Harbor, MD, May 2018.
21. **Collier, AE.** American Legal Administrators; *Culture: The Good, The Bad, and How to Fix It*, National Harbor, MD, May 2018.
22. **Collier, AE,** Shaffer CK. American Legal Administrators; *C-Suite Coaching Skills*, National Harbor, MD, May 2018.
23. **Collier, AE.** Planetree International Conference; *Cards Against Burnout!* Baltimore, MD, October 2018.
24. **Collier, AE.** 21<sup>st</sup> Georgia Community Service Board Educational Exchange; *Embrace and Supercharge Your Leadership Style*, Jekyll Island, GA, October 2018.
25. Shaffer CK, **Collier, AE.** 21<sup>st</sup> Georgia Community Service Board Educational Exchange; Conference Wrap-Up Session: *Moving Forward: Creating Growth and Resilience*, Jekyll Island, GA, October 2018.
26. **Collier, AE,** Shaffer CK. Infusion Nurse's Society National Academy; *When Nurses Collaborate: Tactical Communication Skills*, Washington, DC, November 2018.
27. **Collier, AE.** New Jersey Association of Mental Health and Addiction Agencies; *Embrace and Supercharge Your Leadership Style*, New Haven, CT, April 2019.
28. Thompson, M, **Collier AE.** Mental Health Corporations of America; *How Technology Can Rescue Mental Health - The Promise of AI Platforms & Networks*. Salt Lake City, UT, August 2019.
29. **Collier, AE.** Nursing Organization Alliance: Nursing Alliance Leadership Academy; *ALP – Actualized Leadership Profile – The 9 Attributes of Being a Good Leader*, Louisville, KY, August 2019.
30. **Collier, AE,** Shaffer CK. Nursing Organization Alliance: Nursing Alliance Leadership Academy; *Needs-Focused Communication*, Louisville, KY, August 2019.
31. **Collier, AE.** Planetree International Conference; *Hack This: Healthcare Hackathon and Contest!* Orlando, FL, October 2019.
32. **Collier, AE.** Planetree International Conference; *Supercharge Your Resilience!* Orlando, FL, October 2019.
33. Thompson, M, **Collier, AE.** Mental Health Corporations of America; *Growth Strategy in an Era of Infinite Networks*. Atlanta, GA, October 2019.
34. **Collier, AE.** Counsel of Engineering and Scientific Society Executives; *Supercharge Your Leadership Style*. Tucson, AZ, February 2020.