



How to Navigate Challenges with Civil Discourse

Speaker: Anne Collier

Thursday, November 20, 2025 • 3:00-5:00 pm

Session Description

Healthcare leadership has never been more complex. As passionate, purpose-driven leaders navigate high-stakes issues and imminent threats, fear-based thinking can derail even the most well-intentioned conversations. This session equips nursing organization leaders with practical tools to recognize and regulate reactive fear-based patterns, enabling productive dialogue even in the most challenging circumstances.

Learning Objectives

- Recognize fear-based thinking patterns in yourself and others to reduce reactivity and personalization, maintain patience and positivity, and foster collaborative problem-solving
- Apply Win-Win Conversation techniques to build alignment and unlock creative solutions when stakes are high
- Use the Arudia Coaching Model as a practical framework for enhancing collaboration and deepening engagement with colleagues and stakeholders

Meet the Presenter

Anne Collier, MPP, JD, Professional Certified Coach, is the CEO of Arudia, a firm dedicated to developing outstanding leaders and transforming organizational culture, collaboration, and communication. An expert coach with over 20 years of experience, Anne has delivered more than 3,000 keynotes and workshops and coached over 2,000 leaders. She is steadfast in her commitment to excellence and her clients' goals, designing programs that help individuals, teams, and organizations navigate change with confidence, improve performance, and achieve greater self-actualization.



Anne is a certified practitioner of multiple proven assessment tools that form the foundation of her work. She specializes in the Actualized Leader Profile (ALP), an emotional-intelligence-based leadership assessment that helps leaders identify and mitigate their "shadow" behaviors, and the Kirton Adaption-Innovation Inventory (KAI), which measures problem-solving and creativity styles. These assessments are cornerstones of the Arudia Leadership & Management Academy, which has served over 800 leaders to date. Anne is also certified in the Actualized Leader 360 and Actualized Team Profile, the Center for Creative Leadership's 360-Degree Assessments, and is a Myers-Briggs Type Indicator® Step I and Step II Master Practitioner.

Anne has held numerous leadership positions throughout her career. She served on the Board of the Women's Bar Association of Washington, DC, from 2015-2021, and was appointed to the Women's Bar Association Foundation Board in 2025. She is an active member of the American Bar Association, where she has led and served on

multiple committees. She started her professional life as a tax lawyer, first for the Treasury Department and then in private practice.

Anne holds her JD, cum laude, from the University of Michigan Law School; her Master of Public Policy from the Institute of Public Policy Studies at the University of Michigan; and her BA with High Distinction (concentration in economics) from the University of Michigan. She is a graduate of Coach University's Core Essential Program and Advanced Coaching Program and a certified educator through the international Equine Experiential Education Association.