Anne Miller, MBA Equivalent (Sloan Fellow)

Anne Miller is best known for her action-oriented with the key premise *that it is far easier to act your way into a new way of thinking than to think your way into a new way of acting.* She is distinguished by her ability to assist individuals and multi-cultural teams achieve step changes in performance while advancing their leadership capability faster than many others. She skillfully helps them design new futures and then build the behaviors and working practices to realize those futures. Anne typically combines 360 feedback, peer feed forward processes and behavioral assessments in her coaching process. For teams she has developed the Action Lab™ to address the integration of accelerated results and leadership development. She is committed to leaving her clients more capable to sustain achieving the futures they desire.

As well as an executive coach, Anne is a facilitator, consultant and educator with over 35 years of professional experience. She is both a UK and US citizen and has worked with executives and their teams committed to going beyond their past successes in diverse cultures and industries. She has led successful leadership development and organizational transformation efforts for Fortune 500 companies in Europe, Latin America, United States and Southeast Asia. Anne has worked with two leading business schools in the design and implementation of new programs to address leadership challenges and entrepreneurship.

Anne is co-author, with Richard Pascale of "Acting Your Way Into a New Way of Thinking", *Leader to Leader*, and "Action Lab: Greenhouse for Change", *Strategy and Business.* She is qualified to deliver the Myers-Briggs Type Indicator, Hogan Leadership Assessments, the Bar-On Emotional Intelligence Inventory and the Human Performance Institute program of full engagement.

In her previous work she was a Partner for Oliver Wyman Delta Organizational Consulting, helping to grow the brand in the UK for organizational change and leadership development. She was formerly a Principal with CSC Index, both in the UK and Hong Kong. And she began her career in IT, leading teams of analysts and programmers in solution prototyping.

She was a Sloan Fellow at London Business School, graduating with Merit and received her Bachelor of Arts in Mathematics from Colorado College. Anne is certified with the World Association of Business Coaches and in the Marshall Goldsmith Coaching Process.

Key Highlights:

- Designed and delivered a leadership development program to top women in a Fortune 100 company to boost the pool of women available for senior roles during a time of growth. Coached individuals, cohort groups and a team of 12-15 women during three cycles. Graduates of the program became peers to work with the next level of women in the company. Results so far include a high percentage of promotions, job expansions and an expressed increase in the joy these women experience through their mutual coaching exchanges to further their growth as leaders in the company and society.

- Coached an executive in a Fortune 100 Healthcare company to improve his communication skills, develop his team and model leadership practices that allowed him to stand out for added responsibility. The result was improved satisfaction and performance of his team, his manager and a subsequent promotion to a head up a new business line.

- Coached the Chief Marketing Officer of a subsidiary of a multi-billion dollar global company in his new role to create a world class marketing organization, resulting in a change in structure, accelerated ability to act on decisions and the transition of the CMO to CEO of the subsidiary.

- Successfully provided coaching to the SVP for EMEA in a Fortune 100 technology company during a business transition that required honing his decisiveness, communication styles and ability to develop bench strength in his organization. This enabled him to lead his team to performance that served as a model for other units and to eventually be able to restructure his own working arrangement to promote those in his team that he had prepared for promotion.

- Designed, implemented and ran the first Entrepreneurship Summer School at London Business School to turn business ideas into fundable business plans in nine weeks, by accelerating the development of an infrastructure modeled after Silicon Valley. The program was recognized by students as one of the best in the MBA, is considered a flagship of the School and in its years running has created 100s of jobs and raised millions of dollars for new businesses.

- Facilitated multi-national workshops around the world to progress the creation of a global business unit inside a top energy company. Coached the leader of the program in aligning different views across cultures to build a common vision and a commitment to executing it that the parent company agreed with and implemented.

Companies I've Worked With (and Years With Each Company):

Various Information Technology Related in the USA and Mexico	1972 – 1986
American Express Financial Services in Minnesota and the UK	1987 – 1990
CSC Index: Principal in the UK and Hong Kong	1990 – 1997
SRJ Consulting Ltd: Owner and Managing Director in the UK	1997 – 2003
Oliver Wyman Organizational Consulting: Partner in the UK	2003 – 2004
A Miller & Associates LLC: Owner in the UK and US	2003 – Pres.

Sample of recent clients:

- Walmart 2011 – Present
- Johnson & Johnson 2010 – Present
- BP 2009 – Present
- Humana 2005 – Present
- Novartis 2008 – Present
- Redhat 2010 – Present
- Kings Super Markets 2010 – 2011
- NCR 2009 – 2010
- Sun Microsystems 2008 – 2009
- Coca-Cola 2004 – 2009
- XL Capital 2002 – 2008
- London Business School 2000 – 2004
- Vanderbilt Owen School 2006 – 2008
- Miller Brewing (before merger) 2005 – 2006
- Shell 1993 – 2002
- Lotus Ltd (cars & engineering) 1997 – 2000

Geographies I've Worked In:

North America, South American, Europe, Southeast Asia

Leader Positions I've Coached:

- Middle Management, Director, VP, Sr. VP, and C-Suite Executives

Business/Talent Challenges I've Helped Leaders Solve:

- Communication/Interpersonal Skills
- Executive Presentations
- Coaching and Developing Others
- Effective leadership
- Change management
- Strategy implementation
- Innovation capability

- Effective conflict resolution
- Performance Management
- Time Management/Priority Setting

Leadership Experience:

- Created and served as faculty and director of a flagship program for London Business School coaching and teaching MBA students.

- Serve on the Board of a non-profit in New Mexico to connect it with collaboration and funding partners to further the education and promote the culture of Native American students in the pueblo communities through film-making skills.

- Coached venture capital investors in the throes of a break up to work through the conflict and renew their shared commitment to each other and their companies. They went on to raise another fund.

- Developed and led a career development program in Serbia for abused women to enter the workplace.

- Led teams of consultants, coaches and clients in diverse industries through strategic challenges to bold results when the CEO thought compromising results was predictable.