

Anne Rooney McCord SPHR, AWI-CH
Investigations Law Group, LLC

Experience

Ms. McCord has dedicated her career to building transformational work cultures that drive business results. She has over 20 years of Executive-level Human Resources experience in the high tech, start up and non-profit worlds and brings a client-centered vantage point to the ILG team.

COO and Managing Partner, Denver, Colorado, July 2018 - present.

Investigations: Ms. McCord serves as one of the Firm's two Lead Investigators, specializing in high profile and high litigation risk matters. Her investigations experience has included Sexual Harassment, discrimination based on protected class, hostile work environment, ethics violations, theft and misconduct. Ms. McCord has learned through these experiences that investigations, poorly managed, can stifle growth, create toxicity in an environment, and lead to employee turnover. Her investigations practice is informed by this practical client-side viewpoint. Ms. McCord's professional experience in internal mediation gives her a unique perspective in assessing workplace dysfunction as an investigator, as she knows how to look at a problem from the vantage point of the third party neutral.

Ms. McCord has conducted hundreds of investigations during her career and is a Certificate Holder from the Association of Workplace Investigators.

Human Resources Expertise:

Anne has extensive hands-on experience enabling growth through organizational transition. She is an expert in developing strategic responses to mitigate stress on people and systems that comes with growth and success. Anne has front line experience in managing the workplace through mergers and acquisitions, tailored leadership development initiatives, culture integration and post transaction Executive team building. Anne is a master in creating scaffolding to support an organization through crisis and has developed game plans for organizations to rebuild after investigations and high-profile incidents.

Anne heads up the Firm's Strategic Response Team, which works with Boards of Directors and Executive Leadership to develop practical tools to drive cultural transformation and build concrete tools and mitigation strategies for the most difficult people challenges companies face. The breadth of Anne's experience brings a unique opportunity to ILG clients who may not only need to get to the bottom of a workplace concern, but who may also need tools and guidance to rebuild teams,

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minimize business disruption and grow through the investigations process on the back end. ILG is excited to bring her thought leadership to the team as we work to transform the workplace of tomorrow.

Vice President, Human Resources, ViaWest, Inc. Denver, Colorado, November 2007-June 2018. Ms. McCord built the Human Resources organization for a fast-growing infrastructure services business with products spanning Colocation, Cloud Computing, Disaster Recovery as a Service (DRaaS), Security, Back-up, and Professional Services. Ms. McCord created talent programs to support the company's growth from 150 employees in 4 markets to over 1,000 employees in 40 markets across the United States. Ms. McCord led acquisition integration strategy for more than a dozen acquisitions, including HRIS integration, benefits strategy, cultural alignment, DOL, OSHA and ERISA compliance. Ms. McCord also built transformative leadership and talent development programs to support a world class workplace.

Colorado Governor's Fellowship Program Denver, Colorado, 2017-2018.

Ms. McCord was selected to participate in the Colorado Governor's Fellowship Program with an elite group of professionals in Colorado. Over the course of the program, Ms. McCord and her cohort were exposed to all areas of government and the intricacies that exist between public and private employers, tax payers, public policy and our communities as a whole.

Senior Vice President, HR, Quality, and Community Development, Bonfils Blood Center Denver, Colorado, 1992-2006.

Ms. McCord provided leadership, strategic focus and daily problem solving for Human Resources, Community Donor Operations, Donor Relations, and Quality Resources. Responsible for over 300 staff members and >\$22M annual budget. She supported subsidiary development and growth by serving as Hemo-Net Managing Director, a SaaS business for Blood Centers across the country and Board Member for Laboratories At Bonfils.

Education

B.A., Psychology, University of Colorado - Boulder

- Presidential Scholarship recipient

Other Achievements

- Association of Title IX Administrators (ATIXA) Level 1 Certification, 2018
- Colorado Private Investigator License, PI1.0000507, Active
- Human Resources Certification Institute: Senior Professional in Human Resources (SPHR), 2006-current
- Society for Human Resources Management: Senior Certified Professional (SHRM-SCP), 2016-2020
- Rocky Mountain Total Rewards Association: Past President, 2006-2008



Publications & Seminar Presentations

- Presenter, *Rock of Ages: Generations at Work* Colorado Women's Bar Association Annual Conference (May 20, 2023) and CCCMA (April 27, 2023)
- Presenter, *Next-Gen Workplace*, SHRM New Mexico Chapter Annual State Conference (May 1, 2023)
- Presenter, *AWI Investigations Basics Training Seminar: Module 1* Virtual Presentation (July 12, 2022)
- Presenter, *Four Key Ingredients to Build a World Class Culture* CCCMA (April 14, 2022)
- Trainer, *Workplace Investigations Training Bootcamp*, Private Employer, March 29, 2022.
- Presenter, *Remote Investigations: How to Effectively Handle Complaints of Misconduct from Anywhere*, Colorado Bar Association Spring Law Update, Webinar, April 9, 2021
- Presenter, *Pandemic Lessons: Wins and Losses*, Colorado City and County Management Association, Connection Forum Webinar, January 28, 2021
- Presenter, *Supervisory Training Program (2-day)* Private Client (December 17, 2020 & January 13, 2021)
- Presenter, *Respectful Workplace Training* Private Client (October 2020)
- Presenter, *Workplace Investigations: Two-Hour Boot Camp*, High Country Human Resources Association / SHRM, Webinar (June 19, 2020)
- Presenter, *Working Virtually? Returning to a New Normal? Pitfalls to Avoid*, Lawbank Lunch and Learn Presentation, Webinar, May 28, 2020
- Presenter, *Workplace 2020: Post Covid19 Punchlist for Municipal Employers*, Colorado City and County Management Association, Webinar (May 12, 2020)
- Presenter, *AWI Investigations Basics Training for Public Sector Seminar: Module 1* Virtual Presentation (May 10, 2020)
- Presenter, *Workplace 2020: The New Normal (post Covid),* ILG Client Webinar (April 29, 2020)
- Presenter, *The Curiosity Quotient* Mile High SHRM (January 31, 2020)
- Presenter, *Who's on First? Ethical Considerations in Workplace Investigations*, Colorado Bar Association Lunch and Learn, December 19, 2019
- Presenter, *He Said, She Said, Now What?*, Colorado Bar Association, Annual Labor and Employment Law Conference, Vail CO October 4, 2019.
- Presenter, *The NextGen Workplace*, Colorado SHRM state conference, Keystone CO, October 3, 2019
- Presenter, *He Said, She Said, Now What?*, LawBank Lunch and Learn Presentation, Denver CO, April 9, 2019
- Presenter, *Ignorance is NOT Bliss: Workplace Investigations Basics,* Craft Brewers Association Conference, Denver, CO, April 8, 2019
- Presenter, *Workplace Transformation, Post "MeToo"* CLE & SKI Aspen, Colorado (January 2019)

Contact Information:

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INVESTIGATIONS

L A W G R O U P

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