

Creating A Collective Impact

An Interview with Manny Kadre, Chairman and Chief Executive Officer, The Collective

EDITORS' NOTE Manny Kadre is Chief Executive Officer of The Collective, a premium luxury retail automotive group. He sits on the boards of directors of The Home Depot, Inc. and Republic Services, where he is Chairman of the Board. He also previously served on the board of Mednax, Inc., where he was the Lead Independent Director. Kadre also serves as Board Chairman of the board of trustees for the University of Miami and on the board of directors for University of Miami Health System. Kadre is a graduate of Iona College and earned his law degree from Fordham University.



Manny Kadre

Will you discuss your career journey?

My career journey has been defined by a steadfast commitment to aligning myself with extraordinary individuals – people of the highest integrity who also happen to be exceptionally successful in business. At every stage, I've been fortunate to work alongside great leaders, learning from them and, in turn, contributing my own insights and leadership.

From the outset, I recognized that the foundation of any meaningful success is built on relationships. I have actively sought to surround myself with individuals whose character, discipline, and vision inspire excellence. This philosophy has shaped my path across multiple industries – beverage, automotive, healthcare, and real estate – where I have played key roles in acquisitions, investment sourcing, and strategic growth initiatives.

Today, as Chairman and CEO of The Collective, a premium luxury automotive retail group, I lead with the understanding that the business landscape is evolving rapidly. We are redefining what it means to be a modern retail brand, integrating digital and physical experiences while prioritizing world-class service. The ability to evolve and anticipate change comes from years of experience and, more importantly, from being around the right people – mentors, partners, and colleagues who share a vision for innovation and integrity.

Beyond my corporate roles, I have also dedicated significant energy to governance and public service, including board positions at The Home Depot, Republic Services, as well as leadership roles at the University of Miami. Each of these experiences has reinforced my belief that leadership is not just about making decisions – it's about making the right ones, guided by principle, accountability, and a relentless pursuit of excellence.

COMPANY BRIEF The Collective (drivecollective.com) believes the way customers shop for luxury vehicles is evolving. Therefore, its brands must evolve with them. The Collective isn't purely car dealerships anymore. It is digital. It is physical. It is modern. It is retail. The Collective's approach is simple: to serve its customers, not chase them.



If there is a through line in my career, it is this: success is not just about individual achievement. It is about the people you choose to walk alongside and the collective impact you create together.

Will you provide an overview of The Kollektive and how you define its mission?

At The Kollektive, we are redefining the luxury automotive retail experience. We are not just a dealership group; we are a sophisticated, customer-centric ecosystem that seamlessly blends digital and physical touchpoints to serve our clientele in a way that aligns with their evolving lifestyles. Our mission is straightforward: to deliver a world-class experience that feels effortless, personalized, and exceptional at every stage of the journey. Luxury is no longer just about the product – it's about the experience surrounding it. That's why we prioritize service over sales, connection over conversion. We don't chase customers; we engage them in a way that is modern, intuitive, and distinctly Kollektive.

With operations across the Northeast and Texas, we have built a brand that is as much about innovation as it is about exclusivity. Our showrooms and digital platforms are designed to provide an immersive, high-touch environment where clients can explore, interact, and purchase on their terms. Whether online, in-store, or through bespoke concierge services, our goal is to make luxury car ownership as seamless and rewarding as possible.

At its core, The Kollektive is a statement: that the way people buy luxury vehicles is evolving, and so must the brands that serve them. We are leading that transformation, ensuring that every interaction reflects the sophistication, ease, and prestige that our customers expect.

What have been the keys to The Kollektive's industry leadership?

The foundation of The Kollektive's industry leadership is not just our business model – it's our people. From day one, our philosophy has been that luxury is not just about what we sell; it's about how we make people feel. That commitment to service, both to our customers and within our own organization, is what sets us apart. Our success is built on a culture of relentless dedication – where every associate understands that their role is not to push products, but to cultivate relationships. We don't operate as a traditional dealership group; we function as a modern, luxury retail brand. That shift in mindset has allowed us to lead the evolution of automotive retail, seamlessly integrating digital and physical experiences to meet customers where they are, on their terms.

But none of that would be possible without the people who bring it to life. Our Executive Leadership Team and our associates are the true differentiators. They are empowered to make decisions, solve problems, and create moments that matter. We invest in them, nurture their growth, and ensure they have the tools and environment to excel. When people feel valued and inspired, they deliver at a level that is truly world-class. That philosophy extends beyond our customers to the way we support and uplift each other internally.



Ultimately, leadership in our industry is not about selling more cars – it’s about setting a new standard. We have done that by fostering a culture where excellence is expected, innovation is embraced, and service is at the heart of everything we do. That commitment – to both our customers and our team – is what drives The Kollektive forward.

You serve as chair of the board of the University of Miami. Will you highlight your involvement with the university for many years and what excited you about assuming the role of board chair?

My longstanding involvement with the University of Miami has been driven by a deep appreciation for its role as a global leader in education, research, and innovation. Over the years, I have had the privilege of contributing to initiatives that enhance student success, advance groundbreaking research, and strengthen the university’s ties to the broader community. As chair of the board, my top priority is to ensure that we continue to build on this legacy of excellence by fostering a forward-thinking vision that embraces innovation, inclusivity, and strategic growth. I am particularly excited about the opportunity to work alongside exceptional faculty, students, and leaders to drive transformative initiatives that elevate the university’s impact locally and globally. By championing collaboration, investing in world-class resources, and enhancing student and faculty experiences, we will position the University of Miami at the forefront of higher education, research, and societal progress.

University of Miami is known for its commitment to excellence. What are your priorities for the university as you look to the future?

As chair, my top priority is to ensure that the University of Miami continues its trajectory of excellence by fostering innovation, expanding access to world-class education and healthcare, and deepening our impact on society. We will focus on advancing research that addresses global challenges, strengthening our academic, healthcare and athletic programs, and enhancing the student experience through state-of-the-art resources and mentorship opportunities. By prioritizing interdisciplinary collaboration, we will cultivate a dynamic environment where faculty and students can push the boundaries of knowledge, innovation and patient care. Additionally, we will reinforce our commitment to community engagement and industry partnerships, ensuring that the university remains a catalyst for economic and social progress. Through these strategic efforts, we will position the University of Miami as a leader in shaping the future of education, research, and global impact.

Where did your interest and passion for philanthropy develop, and how do you decide where to focus your philanthropic efforts?

I often reflect on what has shaped my deep commitment to philanthropy. While pinpointing a single defining moment is difficult, three key influences have guided my passion for giving back. First, I believe there’s something innate – a fundamental part of who I am – that compels me

to contribute to the well-being of others. Second, my parents set an extraordinary example. Though they had limited financial means while I was growing up, they gave selflessly – whether through their time, their kindness, or the way they uplifted those around them. Their generosity was never about excess; it was about impact. Lastly, I’ve been fortunate to have remarkable mentors in both business and life who have reinforced the importance of philanthropy, not as an obligation but as a responsibility of leadership. Their guidance has helped shape how I approach giving, ensuring that my efforts are intentional and aligned with my values.

When it comes to deciding where to focus, I look for opportunities where we can create meaningful, lasting change – whether that’s through empowering individuals, supporting transformative initiatives, or strengthening communities in ways that align with my vision for a better future. In addition to areas where we see the potential for real impact, our larger philanthropic gifts have been dedicated to education and healthcare. These are the pillars that provide people with the greatest opportunities – education unlocks potential and creates pathways to success, while access to quality healthcare ensures that people can live full, productive lives. By focusing on these areas, we strive to make a difference in ways that are not only immediate, but also enduring.

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What does success mean to you?

Success, to me, is not defined by financial metrics, titles, or external recognition – though those can be byproducts of something deeper. True success is the alignment of purpose, passion, and impact. It is about building something meaningful, something that outlasts you and enriches the lives of others. In my work, success is measured by the experiences we create, the relationships we foster, and the ability to evolve with integrity while staying ahead of the curve. On a personal level, success is about continuous growth, staying true to my values, and knowing that the people around me – whether colleagues, friends, or loved ones – are better off because of my presence in their lives.

What do you feel are the keys to effective leadership and how do you approach your management style?

Effective leadership, in my view, is a balance of vision, adaptability, and emotional intelligence. It’s about inspiring people, creating clarity amid complexity, and fostering an environment where talent thrives. Leadership isn’t about exerting control – it’s about empowering others to operate at their highest level while staying aligned with a shared purpose.

Ultimately, my management style is a mix of high expectations and deep respect for the people I work with. Leadership, to me, is about inspiring people to do their best work, not because they have to, but because they believe in the mission we share.

With all that you have achieved in your career, are you able to enjoy the process and take moments to celebrate the wins?

Absolutely. I appreciate the journey, but I don’t dwell on moments of so-called success the way many might expect. I’ve never been particularly impressed by traditional markers of achievement – titles, revenue milestones, or external recognition. To me, those things are byproducts, not the purpose. The real fulfillment comes from the impact we make – how we evolve, how we shape experiences, and most importantly, how we improve the lives of those around us. That’s the journey. That’s the work. And it’s never done.

Of course, I acknowledge progress, and I appreciate the incredible people who make it possible. But rather than pausing to celebrate, I see those moments as fuel. They remind us why we do what we do, and they push us forward because there’s always more to build, more to refine, more ways to serve. The great work never has a finish line.

What advice do you offer young people beginning their careers?

I always tell young professionals three things: work relentlessly, act with integrity, and embrace failure as a teacher. First, hard work is non-negotiable. In an era where shortcuts and instant gratification are often glorified, the reality is that sustained effort and discipline are what separate the good from the great. Talent can open doors, but work ethic is what keeps them open. Second, integrity is your most valuable currency. It takes a lifetime to build a reputation and only a moment to lose it. Be the person who does the right thing when no one is watching – who follows through on promises, takes responsibility, and treats people with respect. Success without integrity is hollow, and in the long run, it won’t last. Lastly, don’t fear failure – embrace it. Failure isn’t the opposite of success; it’s a critical step toward it. Every mistake, setback, or rejection is a chance to learn, adapt, and refine your approach. The most accomplished people in any field are the ones who didn’t quit when things got tough but used failure as fuel for growth.

If you commit to working hard, staying true to your principles, and learning from every experience – good or bad – you will build a career, and a life, that you’re proud of. ●