




AR Leadership Partners, LLC

News you can use *to make the world a better place*

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**Keeping you
informed so you
can be your
best!**



There are plenty of headlines describing the challenges, shortcomings, and setbacks we, as a community, are experiencing. The themes of these events and outcomes tend to revolve around fear and ignorance. As NPR recently reported, 22 weeks into the year, America has already seen at least 246 mass shootings (<https://www.npr.org/2022/05/15/1099008586/mass-shootings-us-2022-tally-number>). Each of these events involves painful examples of prolonged wellness challenges. The individuals carrying out these heinous acts have suffered from unmet behavioral health needs to the point where they were compelled to hurt others. We are suffering from these patterns of behavior, but many among us are taking action to make things better right now, and to disrupt the associate behavior patterns that support these painful outcomes. One example is California's Children and Youth Behavioral Health Initiative. California has made a significant one-time investment of \$ 4.4 billion over five years to redesign the behavioral health system for children and youth. The goal here is to completely redesign the systems that support behavioral health and wellness for California's children and youth into an innovative, focused ecosystem. The system will promote well-being and also on preventing behavioral health challenges, provide routine screening, and otherwise support all children and youth. California is seeking to enhance, expand and redesign the behavioral health system to meet these needs, including integration of Behavioral Health into health, education, and other sectors that support children, youth, and families. This effort will include a stronger focus on prevention, improved access to programs and services, and better access to emergency and acute care services.

California has made a commitment to take a statewide, comprehensive approach to this long-term challenge. This is our opportunity to build a true system of care for all children and youth. We believe this work will change the arc of the lives of the next generation of Californians, creating the potential to alter key drivers of poor health, homelessness, incarceration, and poverty.

AR Leadership Partners supports this and other initiatives designed to make things better. This month's newsletter highlights examples of other efforts and methodologies to improve outcomes for kids and for the community at large. Additionally, we have a podcast that features an interview that tells the story of Mr. Hasan Ali, a leader who is innovating education by taking distance learning technology and customization to a high level and getting excellent results. We hope you enjoy the stories we share here and that you find useful tools and information to support your work in making things better.

Warmly,



Alan Rogers, Ed. D., CEO
AR Leadership Partners



Rebekah Rogers, MA, President
AR Leadership Partners

What does it take to Change? *Be Ridiculously Innovative!*

Air Tutors eliminates the achievement and equity gap by providing students in need with personalized teaching and learning that was previously only available to the most privileged learners. Hasan Ali, co-founder and CEO of the innovative company, is on a mission to radically change the trajectory of learners throughout the United States and abroad. They do this by connecting young learners to educators for one-to-one and small group instruction utilizing cutting-edge technology coupled with dynamic partnership and creativity with kids, schools, teachers, and families.

“We are ridiculously innovative,” says Ali of his team as he describes how the intrepid team at Air Tutors provides a “white glove” customized solution to meet learners’ needs. Air Tutors has learned that one size does not fit all; they’ve committed to customizing tutoring and first instruction utilizing highly prepared educators from throughout the country who are trained in the targeted content areas the learners need. Additionally, these “Expert Tutors” train in their learners’ adopted curriculum and following the as well as the content pacing their schools are utilizing to fill any gaps in student learning and achievement.



Ali, Air Tutors, schools and families are changing the narrative about what opportunities are available to radically change students’ trajectories on two fronts. First, can remote learning be effective for students whose academic learning needs are profound? and second, can learning support be truly personalized at scale? The

answer to both questions is an emphatic yes. The Bill & Melinda Gates Foundation, Mathematica, and Johns Hopkins University are among the partners who have helped to validate the concept and practices of Air Tutors. 15,000 students in eleven states and counting are benefitting from the white glove approach Hasan Ali’s team has been



applying to the unique needs of America's young learners in a range of academic content areas and grade levels. Additionally, Mathematica has worked with districts to validate that 25% of students participating in Air Tutors' and their school district's system of

support attain grade-level proficiency within 14 weeks through their high-dosage tutoring program. Note, the majority of students working with Hasan Ali's team start the program at least two grade levels behind.

Hasan Ali's myth-busting program and practices arise from his personal experience and development as an educator. Having completed his studies at UC Berkeley, Ali developed tutoring services for students attending many of the nation's elite private schools. Coming from humble beginnings in Central California, he noted the contrast in experience and outcomes for the wealthy families he served and those who he grew up alongside. The inequity he observed was compelling as was the opportunity to serve. It was the parent of one of his tutoring clients who shared his vision and partnered to start Air Tutors, their shared mission: Advance Global Learning.

AR Leadership Partners is committed to finding and supporting the most effective leadership practices to improve the performance of individuals and groups that serve. Hasan Ali and Air Tutors are part of a wave of America's best innovators taking on myths about what opportunities for growth and learning are available for young learners who may not come from an environment that is rich in opportunity. They are winning. Listen to our interview with this distinguished leader in American Education to hear more about Hasan Ali's leadership for change on our podcast *News You Can Use (to make the world a better place)*.

DEIB is the Pathway to Organizational Excellence

DEIB is a strategy for leadership success. The acronym stands for Diversity, Equity, Inclusion, and Belonging. Successful leaders have come to understand the opportunities brought by nurturing an environment where all are accepted for who they are. Those fortunate enough to serve in such organizations often experience empowerment to be their best selves in their work. The first element, Diversity, refers to the unique strengths and perspectives presented by everyone in the group. Diversity is a source of strategic advantage fueled by the broader spectrum of perception and experience presented by the collective staff and organizational leadership. Companies that have diversity among leadership and staff are rich in innovative potential, perspective, and opportunity to serve clients at the highest levels of quality.



Equity, the second element of this strategic approach to excellence, refers to the commitment and practice of providing each what they need to succeed. This means ensuring each staff member, for example, has the time and resources needed to perform at their highest capacity. Additionally, Equity means that each has a firm conviction that they have a voice and agency to raise the quality of service by voicing their opinions and sharing their ideas. Companies that are committed to equity have learned the people doing the work are often the richest source of innovation. They have developed cultural practices that sponsor voice and agency for all and ensure each receives the resources needed to be their most impactful.

Inclusion, the third element of the DEIB strategy, is an extension of equity insofar as it involves agency and voice but the emphasis here is on each experiencing inclusion and participation in decision-making and execution of organizational initiatives. Historically, a sense of inclusion among staff and leaders has been hit-and-miss owing to a general commitment to support of the “dominant” or white male culture. Companies committed to cultivation of inclusion embrace cultural norms such as the use of appropriate pronouns when addressing and/or referring to individuals within the organization. This practice, when followed, makes manifest the organizational commitment to inclusion of all members and accelerates high performance, and helps sustain low-turnover among staff and management.

Belonging, the last element of the strategy is as much a product of the other three as it

is a set of practices. Corporate culture that embraces diversity, ensures equity, and actively includes all voices, can generate a powerful sense of belonging among all staff. This is the precursor to routinized excellence and exponential growth and expansion. When managers and staff routinely use the pronoun “We” when referring to corporate effort and focus, the sense of belonging is manifest. Staff using phrases such as “Our priorities are...” and “We have learned...” have internalized the mission statement, the vision of the organization, and its core values. Such individuals innovate independently of managerial direction and adhere to company norms for professional behavior in the absence of rules and direct supervision. Companies where a sense of belonging is common lead their respective fields of service.

10 DEIB Practices that lead to excellence:

1. Hiring people from a wide range of ethnicities, gender identity, religious beliefs, sexual orientation, socioeconomic class, and political beliefs.
2. Train employees to understand workplace discrimination and to make it clear such behavior is incongruous with organizational values and norms.
3. Actively monitor transparency and fairness, watch for and guard against disparate treatment of staff and clients.
4. Offer bias training to raise awareness and report organizational performance on bias issues including recruitment, gender, ageism, and promotion.
5. Routinize customized support and access to resources to ensure all have what they need to perform at their best in meeting corporate priorities.

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6. Celebrate individual and group successes and contributions against key performance indicators of the organization and of teams.
 7. Actively cultivate innovation, voice, and agency for improvement by being receptive to ideas and feedback from all and transparent on decision-making and setting priorities.
 8. Model Cultural Competence by developing inclusive teams for decision-making,
 9. Create feedback loops for staff and managers to share experiences regarding DEIB and ideas for improvement.
 10. Create feedback loops for clients to share experiences regarding DEIB and ideas for improvement.

Consider the following to understand your organization's DEIB developmental level. What steps can be taken for growth?

1. What is one practice your organization utilizes to ensure a diverse staff?
2. Name one way staff and leaders ensure they have a voice in how best to meet organizational performance goals?
3. How is innovation and consistently high-quality performance celebrated?
4. What would clients say "they all do" in your organization?
5. What do veteran staff cite as the best thing about working in your company?
6. Why do repeat clients keep coming back for more from your organization?
7. Why do you think your company hired you?

AR Leadership partners is committed to excellence in service and results. Contact us if you would like to unpack your organization's development in DEIB practices and to learn how to take performance results to the highest levels without leaving anyone behind.



ARLP is Committed to Leading for Results

AR Leadership Partners Executive Coaching for Excellence - *New Cohort* *Enrolling Now*

ARLP coaches executives from education, public service, and private sector organizations to achieve operational excellence, improve performance, and personal mastery. Leaders can find themselves struggling to meet the day-to-day demands of their organizations while, simultaneously, maintaining personal wellness. Many choose to sacrifice one or the other and yet still fail to lead their company to the performance results they had hoped to achieve. Not only does the return on energy invested not meet expectations, but this dynamic can cut short a leaders' time in service.

ARLP's approach to Executive Performance Coaching is to develop a system for four drivers of sustainable success:

1. Personal Mastery
2. Organizational Excellence
3. Visionary Leadership and the Multiplier Effect of DEIB
4. Technical GID Systems

ARLP's system of Personal Mastery includes engaging the leader about personal wellness systems, communications, Time Wizardry, and Focus for Quantum Learning. Personal wellness, foundational for all other success requires routinized excellence. We develop a daily, sustainable system that prioritizes the leader's behavioral and physical health as a means to maximizing joy and opportunity for success in all other aspects of life. Additionally, we develop a system for communication that ensures information flows freely while also preserving the leader's time and energy for focus. Lastly, we connect the leader with the ideas and practices that matter most to their most important values and/or commitments to allow for accelerated learning.

Organizational excellence, the second driver of AR Leadership Partner's Executive Coaching for Excellence sets the leader's organization on a continuous cycle of

improvement. By applying ARLP's system for project management and development, and its Quantum Learning Leadership system leaders find they can generate transformative results.

The third driver of ARLP's Executive Performance Coaching System is the use of DEIB for visionary leadership. Diversity, Equity, Inclusion, and Belonging are collectively a strategy for harnessing the creative energy of all staff within the organization. Leaders that take this approach find their organization grows exponentially.

The last element of the ARLP system for Executive Performance Coaching is Technical Assistance for evaluation and required deliverables. This means ARLP offers customized advisory to develop sustainable practices specifically for positive evaluation and to meet compliance and/or other ongoing required deliverables.

AR Leadership Partners Executive Coaching for Excellence involves at least the following:

- 1 Site Visitation/Shadowing per month
- 2 remote, videoconference consultations
- As needed telephone consultation
- Facilitated access to executive leaders' network
- Customized training and application of ARLP Leadership Tools Including but not limited to:
 - ARLP Quantum Learning Leadership
 - ARLP Project Management

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- ARLP Personal Wellness
 - Behavioral and Physical Health
 - Time Wizardry
 - Communications System
 - Focus and Personal Learning

Contact Dr. Alan Rogers today to enroll and take your personal performance and your organization to the next level in excellence. A new cohort of executives will launch in October, 2022.

If you'd like to engage ARLP for sustained improvement contact:

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