

**Improve Your Tomorrow (IYT) Elevates Opportunities for YMOC**  
 See how IYT makes a difference for Young Men of Color



**AIR TUTORS AND THE ROAD TO SUCCESS VIA ONLINE LEARNING AND MENTORING**



**SIGN UP FOR STRATEGIC ADVISORY WITH ARLP'S EXECUTIVE MENTOR SYSTEM**



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January, 2023  
 Volume 2, issue 1



**AR Leadership Partners, LLC**

# NEWS YOU CAN USE

*TO MAKE THE WORLD A BETTER PLACE*



Happy New Year!

2023 continues to present to the world unprecedented challenge, three years after we began hearing of the first cases of COVID-19. And yet, we also are experiencing profound opportunity for excellence and growth. California's Governor Gavin Newsom introduced a budget proposal that featured the highest per-pupil spending ever at \$23, 723. Additionally, the budget reflects the community's continued commitment to Early Education by expanding eligibility for Transitional Kindergarten (TK), Literacy with the creation of a Literacy Roadmap to help educators navigate resources effectively and efficiently, Special Education, and Arts and Cultural Enrichment.

While the road ahead is rich with opportunity for program development and innovation of services, we've learned as a community the value and impact of behavioral health. It was recently reported that nearly 58 million adults in the United States (about 25%) and 8 million youth between the ages of 6 and 17 have mental health and substance abuse issues to contend with. Access to services, along with cost have emerged as some of the major barriers to getting people the help they need. These conditions contribute to a dynamic of high need among young people and adults with less than half getting services and support they need. In response, providers have innovated a wave of virtual behavioral healthcare services that can and have been reducing access issues. Remote, virtual behavioral health removes geographic and physical barriers. Young people especially have been willing to access services through on-demand videos, web chat, Individual (both phone-based and with voice and video), and Group (also via voice only and voice and video).

The opportunities to provide service and support via virtual or online means fill us with optimism. Read on about how 2023 holds promising paths to improvement. This month's newsletter features stories about how innovators are taking on unprecedented challenge by innovating fantastic new means to making things better for everyone.

Warmly,



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

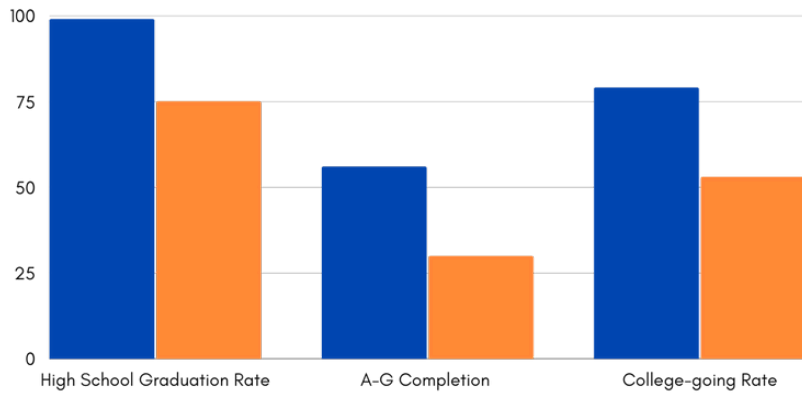


Rebekah Rogers, CoFounder; President  
AR Leadership Partners

## Improve Your Tomorrow

Improve Your Tomorrow (IYT) works to increase the number of young men of color who attend and graduate from college. IYT envisions a nation in which young men of color are overrepresented in higher education, are underrepresented in the criminal justice system, and are leaders in their communities. Co-Founder and CEO Michael Lynch shared recently that IYT is getting profound results:

Listen to ARLP's  
Podcast to learn  
more about  
2023  
Opportunities



### *How do they do it?*

IYT partners with school districts and community based organizations to provide wraparound support services for each young man participating in their program: 2 years of middle school, throughout the four years of high school, then through college, and even beyond by providing 2 years of fellowship after that - this is a 12 year commitment to each YMOC involved with the program

ARLP supports Improve Your Tomorrow for their audacious and inspiring commitment to make a difference for young men of color. Their example shows the kind of tenacious innovation and optimism that is characteristic of our country's best work in providing a true avenue to success. Listen to IYT Alums as they share their experience: [IYT](#) Reach out to them to learn how you can be a part of the transformative work they do on a daily basis, one young man of color at a time: [\(IYT\)](#) You can also check in with our podcast to hear about how this brave team is making a difference for people who haven't enjoyed equitable results in our county.

### [ARLP Podcasts](#)

*IYT focuses on connecting young men of color to opportunity*



The team at IYT is demonstrating how to change the trajectory of an entire generation of young men of color. Additionally, they inspire others to do the same crushing the feelings of defeat and apathy that have stolen the chance of success from so many.

## ARLP'S QUANTUM LEARNING LEADERSHIP IS PROPELLING LEADERS TO NEW LEVELS OF EXCELLENCE

Leadership is taking action to generate improvement and positive outcomes. Leadership is making “great things” happen. The degree of greatness of leadership is a function of the scope of effects, the durability of the results, and sustainability of the actions and conditions that caused the improvement.

AR Leadership Partners (ARLP) has developed a leadership framework that guarantees success. Our leadership framework is a paradigm within which thoughts, relationships and actions follow a distinguished theme and rationale. The words and actions of participants in our leadership framework follow distinct patterns that lead to predictable ends.

Quantum Learning Leadership is ARLP's leadership framework. Adherents see great success in their work. Quantum Leadership Learning is comprised of four elements:

1. Success
2. Hope
3. Culture
4. Action

We've seen great organizations such as the Galt Joint Union Elementary School District apply this methodology to gain great results in student achievement by leveraging improved performance of every school site in the district. The public school district, under the leadership of Superintendent Lois Yount, has engaged every school site and school-based teacher teams in quantum learning leadership to create and apply improvement ideas that have yielded measurable gains for the district's young learners while strengthening the leadership skills of administrators and the teachers they lead.

Quantum learning leadership allows colleagues to share ownership of the organization's vision of success and makes unity and shared learning the vehicles to high performance.



# Direct Communication and the Compassionate Leader

Most leaders hold their colleagues, and especially their subordinates in very high esteem. They feel a profound duty of care for them. It's not uncommon, for example, for a leader of a small business with twenty or so employees to say things like, "My company and I are responsible for supporting 20 families..." and they take that responsibility very personally. This is paradoxically a point of strength *and potentially* a point of weakness. Such leadership can sometimes coincide with a reluctance or even inability to communicate directly with colleagues and subordinates about their performance. The colleague who routinely misses deadlines or fails to pay attention to important details in production might do so because he is considered to be a friend to the executive of the organization, and that colleague might have a personality that features emotionally charged communication styles. Leaders are often reluctant to speak plainly to colleagues about performance issues for reasons such as:

1. Fear of harming the collegiality and congenial nature of the relationship
2. "Glass Houses" dynamic and the shame the leader might have about his or her own performance
3. Inability to articulate exactly what went wrong because of the frenetic pacing of the work
4. Fear of personal damage to the leader's reputation as a kind and compassionate leader

This reluctance surrounding providing substantive feedback to subordinates and colleagues also has impacted leaders' patterns on performing evaluations. Over seventy percent of multinational corporations have done away with year-end evaluations altogether



citing them as “last century practice” and also see them as sources of organizational trouble. The new practice: rapid, real-time feedback.

Compassionate, high performing leaders utilize rapid, real-time feedback because it is constructive whether positive and reinforcing in content, or re-directing and instructive:

*“Carlos, when you identified the root cause of the client’s complaint you both addressed the client’s immediate issue and you provided your colleague the needed resources to avoid that problem in the future, Thank you!...”*

*“Alan, you showed up late to the job-site for the second day in a row, your late arrival slows production of everyone else who depends on you getting your part done in a timely manner. Be on time from now on and let me know if there is some reasonable assistance or resource I can provide to help you...”*

Providing real-time feedback verbally or in writing allows the colleague to connect to what’s working well and what can be improved. It also shows respect for the colleague’s contribution and sets the stage for continuous improvement by reinforcing quality performance. In the case of unproductive behavior, real-time feedback helps by arresting poor quality performance before it becomes a pattern while simultaneously teaching and supporting a high quality performance pattern. As a leader in the organization you are encouraged to be both courageous and compassionate by giving rapid, real-time feedback that leads to high-quality performance and excellent results.



# Distance Learning Completes the Puzzle for Customized Learning

Time is the one thing I truly cannot make more of so I remain a student of those who've learned to maximize their use of this precious, limited commodity. One area of life where time is hugely important is as it relates to learning. Leaders understand high-powered learning is key to individual and organizational excellence, but how to find the time is often a challenge. I support my own performance by including 1 hour of learning into every workday. Many other practitioners have gone beyond just including the time in the daily schedule by innovating ways to fine-tune how that hour of power learning happens. The answer for many is Distance or Online Learning.



2023 presents so many opportunities that just haven't been available to us in the past; high-speed internet is just one of the miracles of modern technology many of us can access in different locations. High performers have figured out how to use high speed internet to supercharge their personal learning. Hasan Ali is among those leaders who utilize modern technology to support learning like never before. His company, Air Tutors connects scholars from throughout the country to learners of every age. In public schools Air Tutors' scholars connect with students via online means to get astonishing, measurable results. Mathematica, a public policy research firm evaluated Air Tutors' high dosage tutoring program in 2022 (*supported via funding from the Bill and Melinda Gates Foundation*). They found this distance or remote learning program supported highly positive relationships between students and their tutors. Also, learners developed a sense of belonging and their confidence increased. Lastly, there was a 93 percent chance participants would measurably increase their performance on academic exams. Similar results were found among adult learners, including those completing studies at the post baccalaureate levels. Point: Distance Learning, with the right teachers like Air Tutors, can help leaders maximize their learning and performance and get the edge on their competition. Find ways to connect to teachers, coaches, mentors and other resources to support your continuous improvement.

## **AR Leadership Partners Executive Coaching for Excellence**

will improve your performance as a leader and producer. We'll equip you to lead your team to new levels of excellence that will increase the impact you and your team are able to make.

*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 April, 2023.*

*Call or email us to learn more and to reserve your spot on this season's cohort.*

**Dr. Alan Rogers, CEO, Co-Founder**

[www.arleadership.org](http://www.arleadership.org)

[al@arleadership.org](mailto:al@arleadership.org)

916.284.5060

**Ms. Rebekah Rogers, President, Co-Founder**

[www.arleadership.org](http://www.arleadership.org)

209.352.6777

[rebekahrogers@arleadership.org](mailto:rebekahrogers@arleadership.org)

