



Quantum Learning Leadership Brings Great Success

Leadership is action taken 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, durability of the results, and sustainability of the actions and conditions that caused the improvement. Whether one takes the action themselves or inspires others to act, everyone can be a leader.

AR Leadership Partners (ARLP) has developed a leadership framework that guarantees success. A leadership framework is a paradigm within which thoughts, relationships and actions follow a distinguished theme and rationale. The words and actions of participants in a 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

Success, the first element of Quantum Learning Leadership, refers to a vision of excellence shared by a group. The group agrees on what winning looks like relative to some shared interest. Additionally, the shared vision is inclusive of all members of the group. Like the other elements of the leadership framework, a shared vision of success is essential and provides the group with its purpose.

Hope is the second element of Quantum Learning Leadership and is rooted in the core values and beliefs held in common by the members of the group. It is the conviction that, relative to the group’s vision of success, the knowledge needed can be attained, the required resources can be acquired, and that the ingenuity needed to realize great success can be applied by members of the group and its allies. Without hope, the group will not succeed.

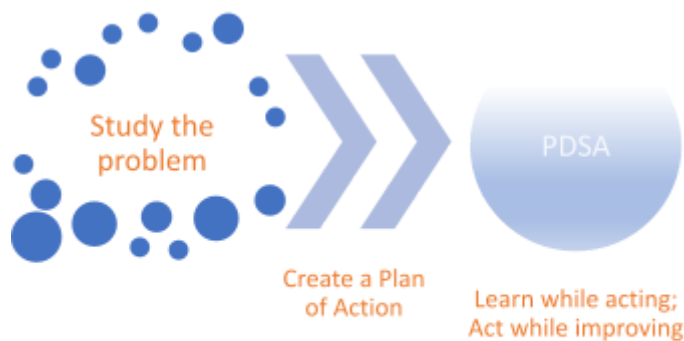
Culture is the set of roles, relationships, language, and behavioral patterns of the group; it is the third element of Quantum Learning Leadership. Groups organized into learning structures such as networked improvement communities and communities of practice, empowered with the elements of shared understanding of success and hope can be led to achieve excellence. Organizing and facilitating the group in its various learning structures is the purview of the





leader. Getting skillful at this work is a noble pursuit for leaders and a powerful driver of success. This is the way everyone in the group contributes to shared understanding and is a force multiplier. A culture of shared learning is what makes impactful action and great success possible.

Action is the fourth element of Quantum Learning Leadership. Here, the group is led to shared inquiry and collective action *via* improvement cycle. The cycle begins with group identification of a pattern of poor results that challenges the realization of the group’s vision of success, i.e., a shared problem. The group, organized into a networked improvement community, conducts a root cause analysis of the shared problem. The group utilizes the results of the root cause analysis to develop change ideas comprised of shared aims, drivers, and actions that, if taken,



would lead to improved results. Then the group engages the change idea following a disciplined approach of studying results while acting. The group can now make sense of the results if its effort and pivot in thoughtful ways if needed to ensure improvement. This process is cyclical; upon completion, the group not only achieves great success, but it also improves individual and collective performance. Due to their learning and development, the great success they’ve achieved will be both sustained will continue to grow.

Quantum Learning Leadership creates a compelling, inclusive, and shared vision of success, generates hope, creates a powerful culture, and empowers intelligent, focused action that yields results and growth to ensure continuous improvement.

In schools, nonprofits, and in business, ARLP helps leaders create, innovate, communicate and to lead to achieve great results. Over the last 30 years, Dr. Alan Rogers has used Quantum Learning Leadership to leverage systemic transformation to restore life opportunities for thousands of learners, and to maximize individual and group learning and performance. Transformative results become visible for complex organizations beginning in as few as 6 months – for organizations like the Sacramento County Office of Education, Stanford University’s School Redesign Network, the Bill and Melinda Gates Foundation, the Stupski Foundation, and the 13 Sacramento County School Districts serving nearly 250,000 learners.

Engage in Quantum Learning Leadership for great success.