



AR Leadership Partners

NEWS YOU CAN USE TO MAKE THE WORLD A BETTER PLACE

Looking forward to 2025!

LETTER FROM THE CEO

January, 2025

Last year was truly memorable. At ARLP we learned so much about leadership and team development. Throughout this epic year of service for Private Sector firms like Air Tutors; Public Service agencies such as Tuolumne County; and Educational Organizations like the Yolo County Office of Education. Through that service we gained important leadership lessons. Conflict Leadership, for example emerged as a key skill of leadership success. In one client organization, conflict literally stopped a service department that the entire community depended on - we taught conflict leadership for individuals and for teams.



This month's professional journal and podcast feature resources that reflect our learning and development for 2024 and projections for service and development for 2025. Read the articles for some powerful insight on effective leadership practice you can adapt as your own and listen to the [podcast](#). There are so many ways you can engage ARLP and get involved: ARLP has five ways to serve clients directly along with online courses for leadership, a monthly podcast, and a professional journal with valuable tools and resources.

Rebekah and I hope you enjoy this month's journal and that you will see a way to engage with our services.

Best Regards,

Al Rogers, Co-founder, CEO

This issue features:

Equity Still Wins: Leadership that works!

Sleep Perchance to Lead

A Sneak Peek at the Leadership Masterclass

Why Equity Still Equals Winning in 2025



Equity still equals winning in 2025 because it's a key element of strategic leadership that maximizes every team member's ability to perform at their very best.

It was a chilly, beautiful, January mid-morning. The sun was out and was just barely driving the frost from the ground; my wife and I were on a three mile hike. It was an idyllic scene in Northern California, in the shadow of Yosemite, in beautiful Tuolumne County. As we walked along the trail, Rebekah, who was in the lead, was looking at the screen on her iPhone and managing the family. She was busily sending and receiving very elaborate texts to one of the kids about something or other while simultaneously walking along the trail, navigating roots and random stones in our path. I was behind her, watching her every move, spotting her like she was an Olympic gymnast. Note, even as she led the hike and managed the kids on her phone, Rebekah was also monitoring me. I'm the least coordinated of us and every time I stumbled on a rock or branch on the trail she looked up from her texting to check in on me.

So what we have here is a couple of people moving along the trail looking out for each other and, aside from it being a fantastic walk out there in nature, we unwittingly provided an excellent example of of Equity Leadership. The members of the team are moving toward their goal along the

trail, dealing with obstacles; they're getting there by looking out for each other. Each show understanding of each others' strengths and deficits. We also showed awareness and support of each other's obligations and additional commitments, and were taking all that in stride. The two hikers on this team showed how effective and even fun it can be moving along the trail when we are connected and working together to get where we need to go and to do the things we hope to do. (And by the way, because we were working together no one got hurt, the kids were fine, and we got to share the experience and to enjoy each other's company in a truly beautiful environment.)

This illustrates the main ideas of Equity Leadership, which is the practice of ensuring

everyone on the team gets what they need in order to be their best, and to make their best contribution. This approach ensures that we move together to accomplish our shared commitments, and that the outcomes reflect the best possible results from everyone. This is Equity, but it's also *effective* leadership.

When equity leadership is habituated at the team or even community level the concept of Ubuntu is demonstrated. Ubuntu is an ancient concept that comes from the people of Southern Africa. It translates as "I am because we are" and teams that have Ubuntu are practicing Equity Leadership.

I experienced Ubuntu first-hand when I was sick with cancer. Following a complicated and painful

surgery I was laid up; unable attend to the things I normally do in the house and to take care of my family. What happened was, for me, a miraculous demonstration of Ubuntu. People from the community showed up seemingly out of nowhere to help me and my family. Some of those who showed up I knew from church and from just being around town, but many of them I did not know and, lo and behold, this community showed Ubuntu or Equity Leadership by bringing meals to feed my family, and also provided “gas money” to pay for my trips to and from treatments I needed (three hours away). Even my clients from the community showed Ubuntu by keeping me employed throughout my recovery. Some showed Ubuntu by just coming by to give my wife a break from caring for me and just to talk with me or maybe to pray with me, keeping my mind off my discomfort and the ever-present threat of depression as I overcame the injuries sustained during surgery. Just as Rebekah and I monitored each other as we hiked the trail, these good people monitored my disposition to thrive and showed up to provide the support I needed to be my best, and to overcome this debilitating illness. In turn, as I recovered, I was able to serve clients of my community charged with economic development and fiscal rebalancing that would impact thousands throughout the area.

Ubuntu is the heart of effective leadership and a clear expression of Equity at work. Leaders committed to harnessing the power of Ubuntu to help their teams thrive in their work will need to embrace 10 principles to develop the team’s leadership culture.

- Interdependence
- Respect
- Sharing
- Helpfulness and Trust
- Peaceful Relationships
- Unselfishness
- Empathy and Compassion
- Consensus
- Community relationships over individual interests
- Environmental and spiritual awareness

The leader who sponsors teammates to develop rituals and routines in their work culture that reflect the principles of Ubuntu is practicing Equity Leadership. Such a leader can anticipate increasingly high-levels of performance from each individual member, and from the team as a whole. Even better, as the practices become a natural expression of the shared values, intentions, and commitments of the team, the occurrence of inter-staff conflict will diminish and the phenomena associated with repeat clientele who act as agents to bring additional clientele will become part of the company’s way of doing business. Bottom line, Equity Leadership is good for business, great for staff, and amazing for clients.

SLEEP, PERCHANCE TO LEAD...

I'm pretty sure that's not how that goes but the title tees up the topic nicely: sleep matters a lot to leaders. Executives often have issues with taking good care of themselves. This dynamic shows up in distractions or a lack of focus and oftentimes can manifest as anxiety. Poor quality self-care ultimately sabotages a leader's capability to serve and support clients, colleagues, and staff. I've learned in working with leaders from multiple different sectors that there tend to be three categories of self-care habits that, if managed well, can actually help leaders manage and even overcome anxiety and distraction. The three categories of anxiety-busting leadership enhancing self-care are:

- Physiological practices or routines.
- Habits of Mind
- Actions: one's habitual approach to getting things done

This article invites readers to focus on physiological practices or routines associated with Sleep that support excellent leadership. There are seven simple and cost-effective physiological practices that can benefit leaders and those they serve:

1. Sleep Hygiene
2. Nutrition
3. Breathing
4. Sweat
5. Laughter
6. Rise Early
7. Stand Walk or Run but do not sit unless you absolutely must.

Let's begin with sleep hygiene. When I say sleep hygiene, I mean taking intentional steps to get the most out of your sleep experience. The most basic of these steps is getting to bed early

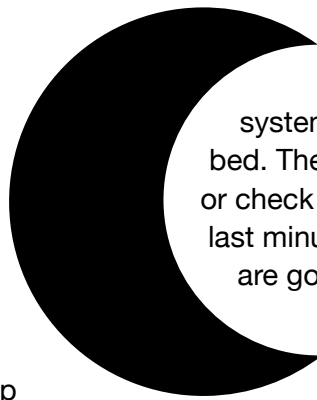
enough to ensure you get sufficient hours of sleep. If, for example, you are a “night owl” type of person who likes to stay up late and does some of their best work when you're up late, that's cool, but you've got to make sure you get the time that you need to sleep in relatively late. For a lot of adults that means we allow the time for 7 to 8 hours a night - regardless of when we go to bed. For younger leaders it is often true that even more hours of sleep are required. I have heard some people say they only need five or six hours of sleep; they feel fine. I wouldn't disagree with you if that's what you're telling yourself, but I haven't seen any research or scientifically grounded writing that supports the idea that a person only needs four or five or six hours of sleep a night. Limited sleep time tends to catch up to everyone and usually has a cumulative, negative effect over time on a person's physical, psychological, and emotional well-being, aka, capacity to serve and support colleagues and clientele. So, prioritization of your sleep hours is fundamental to good sleep hygiene.



Sleep environment is the next crucial element of sleep hygiene, it's also a big deal if you want to be at your best for the people who depend on you. People need to sleep in a place that is quiet, dark and at least cool. Now I am a person who has, at different times in my career, had to travel a lot, and I have had to develop what might almost qualify as a “superpower”. I can actually go to sleep

in almost any environment, oftentimes that was in airports and on trains and/or airplanes, and so forth, and I haven't always enjoyed the luxury of a quiet, cool, dark place to sleep. I've come to understand that people tend to get the best sleep; the most restful sleep when they have such an environment. Pro tip: *Environmental conditions are hugely important when you want to great sleep to empower great service.*

I also understand that the sleep research says people need to think about winding down *before* going to sleep at night. Leaders tend to look at their iPhones, or their Android phones or whatever kind of phone, calendar/and email



system they're using just as they're going to bed. They'll text colleagues and family members or check their email and calendar right up to the last minute of the day – right up to when they are going to sleep. Now even if you have the settings on your device set up so that the blue light isn't smack in your eyes and beating up your brain before you go to bed the content of what we look at on the screens tends to have a negative impact on our ability to engage in high-quality sleep. That is tough for everyone who is in service to others. They're going to find that the wind-down process is crucial to their success in getting high quality sleep, this is crucial to your ability to serve as a leader to your staff, and to your clients who depend on you to be rested and alert and able to be supportive.

In summary, leaders need to get quality sleep and attend to getting enough hours. It's also important to follow a routine whether you're a late night sleeper and your bedtime is 11:30 or you're an early sleeper and your bedtime is 8 o'clock, 8:30, or 9 o'clock make sure you are consistent in getting to sleep you need.

Next, ensure you are sleeping in a quiet, comfortable, dark, and cool environment so that your body and mind can shut down away the external environmental distractions that can disrupt your sleep.

Lastly, put away those screens and give yourself a wind-down time with no electronic media and let your eyes and your mind rest. Let your final thoughts of the day not be about your calendar, your email, or text messages, or whatever drama happened during the day. Instead, give yourself some quiet to think about you victories and kindness and care you gave and received.

If you can get into a routine where you are getting enough hours of sleep, and the environment is supportive of you getting high quality sleep, then your leadership will improve the quality of your service to others will rise allowing your business to thrive.



ARLP Executive Leadership Masterclass Series: *Focus and Results*

Leaders of both large and small teams, are often challenged to stay focused on the most important projects and results.

ARLP's Leadership Masterclass is designed to empower leaders and their teams to achieve those results and outcomes that matter most to those who depend on them.

ARLP will work alongside up to 5 Masterclass Executives to identify and achieve their most important results. With ARLP working alongside, each participating Executive will develop and execute a plan of action to attain their most important outcomes while also facilitating a Community of Practice with other practitioners. The Masterclass Executives, via the **Community of Practice**, will offer and receive unique insight in the moves they can make that will support their efforts.

As a result of their focused leadership, each Masterclass Executive will have made significant progress toward achieving their most important project outcomes and set in motion the essential systems that will continue to serve and sustain their momentum.

Over the course of three months:

- 1:1 Personalized Strategic Advisory and Coaching with ARLP's CEO Dr. Al Rogers
- Inclusion and engagement with the Executive Masterclass members
- Access to ARLP Leadership tools and resources

Submit your application for membership in ARLP's next Leadership Masterclass which begins in April, 2025:

www.arleadership.org; 209.400.2724

JOIN US ON OUR JOURNEY OF LEARNING AND SERVICE IN 2025

AR Leadership Partners is committed to service. We work with Business, Government, Nonprofits, and Education to make the world a better place. Our work often involves strategic advisory to executives and their teams as well as technical assistance on systems that need improvement, innovation, or creation. Our work always involves learning and development. If you go to our website you'll find lots of resources and a chance to partner with like-minded folks who are interested in making a difference. We hope to see you there soon: www.arleadership.org

Warmly,



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



**Rebekah Rogers, CoFounder; President
AR Leadership Partners**