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PEACH TREE HEALTH LEADERSHIP INSTITUTE 2025 (P. 6)



THE FOUR AGREEMENTS STILL WORK FOR LEADERSHIP (P. 3)



USE FLOW FOR YOURSELF AND FOR YOUR TEAM (P. 4)

AR Leadership Partners

NEWS YOU CAN USE TO MAKE THE WORLD A BETTER PLACE



Catch a Breath

July presents an opportune moment for reflection, rejuvenation, and strategic reassessment. Your leadership has been instrumental in achieving significant accomplishments, and your dedication has been unwavering. This edition of News You Can Use is dedicated to reviewing the successes achieved and identifying the necessary tools and resources to enhance our productivity throughout the remainder of the year.

Discover how executive coaching can propel your team to new heights!

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For our esteemed readers, this month's offerings include concise summaries of Flow and the Four Agreements. Furthermore, we provide a brief overview of Peach Tree Health's Leadership Institute in collaboration with AR Leadership Partners. Lastly, we will provide an update on ARLP's Executive Leadership Strategic Advisory (ELSA) system, tailored specifically for C-Suite leaders engaged in pivotal endeavors.

We trust that you will find these offerings enriching and eagerly anticipate your feedback, commendations, and requests for assistance. It is important to recognize that success in leadership and life is a collective endeavor, and no individual achieves greatness alone.

Kindest regards,

Al Rogers, Ed. D., CEO and Co-Founder
AR Leadership Partners

You have to read to lead:
www.arleadership.org



ARLP Leadership Institute Participants, July, 2025



AR Leadership Partners understands no one succeeds in leadership alone. Whether you're a CEO of a large corporation or the driver of success for a company of one you can benefit from expert guidance and support from ARLP.

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The Four Agreements: *A Leadership Guide*

Leaders navigate the complexities of relationships and communication to achieve great results by effectively utilizing resources. Their interactions with teammates are paramount, as even minor mistakes can transform standard team conflicts into toxic stressors that disrupt performance and derail a team's purpose. The Four Agreements provide ancient wisdom to leaders on how to manage themselves and foster positive, productive relationships among their teammates.

Quick Summary

1. **Be Impeccable with Your Word:** Speak honestly and constructively. Your words shape trust and culture.
2. **Don't Take Anything Personally:** Others' actions reflect their own perspectives, not your worth. Stay objective.
3. **Don't Make Assumptions:** Clarify expectations and encourage open dialogue to prevent misunderstandings.
4. **Always Do Your Best:** Consistent effort fosters growth and inspires excellence, even as circumstances change.

Leadership Applications

Be Impeccable with Your Word:
Deliver clear, honest feedback.
Set a standard of integrity and respect.

Don't Take Anything Personally:
Handle criticism constructively.
Maintain composure and focus in challenging situations.

Don't Make Assumptions:
Foster transparent communication.
Regularly check in to align team understanding.

Always Do Your Best:
Model dedication and resilience.
Encourage growth through consistent effort.

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Integrate these principles to lead authentically, build trust, and create a positive, high-performing work environment.

Here is a citation for The Four Agreements by Don Miguel Ruiz:
Ruiz, D. M. (1997). *The four agreements: A practical guide to personal freedom*. Amber-Allen Publishing.

REAL-WORLD APPLICATIONS OF FLOW IN LEADERSHIP SETTINGS

Effective leadership is all about making the most of ourselves and our teams. But it's not always easy! The modern workplace is filled with distractions that make it hard to stay focused and get the job done. That's where the concept of "Flow" comes in.

Flow is the state of being completely absorbed and engaged in an activity. It's like being in a trance, where time almost stands still and you're completely focused on the present moment. When leaders embrace Flow, they can unlock the full potential of their teams.

Here are some examples of how leaders tap into the power of Flow to improve their teams' performance:

1. **Google's OKR System**: Google employs a system called OKRs to establish clear objectives and provide immediate feedback. This approach fosters employee focus and motivation. OKRs, an acronym for "Objectives and Key Results," serve as a framework for companies to define, align, and execute on their most significant outcomes. Each OKR comprises two key components:

1. - **Objectives: These** are ambitious goals that inspire and unite teams towards a shared objective.
2. - **Key Results: These** are incremental milestones that teams use to gauge progress towards achieving their ambitious objectives.

The interplay between these two components is crucial. Key Results keep us on track as we journey towards our exciting destination, the objective. Having both objectives and Key Results provides clarity on the company's most important outcomes and how to achieve them. This framework enables teams to allocate **resources effectively, focusing on areas that yield the highest value.**

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2. **Elon Musk and SpaceX**: *Elon Musk's leadership at SpaceX is an example of how to balance challenges with skills.* Musk assigns ambitious projects to teams with the expertise to tackle complex engineering problems. By pushing boundaries while ensuring teams have the necessary skills and support, Musk creates an environment where Flow thrives, driving innovation and resilience.

3. **Atlassian's "ShipIt Days":** Atlassian uses a system called "ShipIt Days" to foster autonomy and focus. This helps employees stay on track and deliver high-quality work. Atlassian, an Australian software company, has a cool program called "ShipIt Days." During these 24-hour workdays, employees can choose projects that interest them. This freedom lets them focus on tasks that make them happy, leading to more creativity and productivity. The focused, distraction-free environment helps them get into a state of flow, where they come up with innovative solutions that benefit the company.

4. **Creating a Culture That Drives People**: Patagonia's Environmental Focus Patagonia's leaders create a culture that drives people by aligning work with their personal values. The company's strong environmental mission resonates with its employees, inspiring passion and dedication. When employees believe in the company's purpose, they're more likely to experience flow, as their work feels meaningful and fulfilling.

5. **Leading by Example**: *Satya Nadella's Growth Mindset at Microsoft*
Microsoft CEO Satya Nadella shows how to achieve flow by having a growth mindset and always learning. His leadership style encourages curiosity and resilience, inspiring teams to embrace challenges and focus deeply on problem-solving. Nadella's personal commitment to learning and development sets a great example, motivating employees to give their all to their work.

Key Takeaways for Engaging Flow for Great Results:

Clear Goals and Feedback: Structured frameworks like Google's OKRs help keep everyone focused and engaged.
Balanced Challenges: Leaders like Elon Musk create Flow by matching tasks to team skills, allowing for growth without feeling overwhelmed.

Autonomy and Focus: Giving freedom, like Atlassian's "ShipIt Days," helps people focus and get creative.

Intrinsic Motivation: Aligning work with personal values, like Patagonia's environmental mission, makes employees feel more fulfilled.

Leading by Example: Leaders like Satya Nadella inspire Flow by showing behaviors that encourage learning and resilience.

By combining these ideas, leaders can create environments where Flow thrives, making both employees happy and the company successful.

Citation for Mihaly Csikszentmihalyi's concept of "Flow"

Csikszentmihalyi, M. (1990). Flow: The Psychology of Optimal Experience. Harper & Row.

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ARLP AND PEACH TREE HEALTH'S FOCUS ON EXTRAORDINARY PERFORMANCE

Peach Tree Health, under the leadership of CEO Tracie Riggs, provides comprehensive medical, dental, vision, and behavioral healthcare services across the Northern California counties of Sacramento, Sutter, and Yuba. With over 27,000 patients served annually through approximately 90,000 visits, Peach Tree's primary objective is to deliver prompt care for non-life-threatening illnesses and injuries.

Acknowledging the significance of organizational performance, Riggs and Peach Tree's Leadership Team collaborated with ARLP to implement various initiatives.

One such initiative is the Leadership Institute, which offers a series of exercises designed to foster mindset development and practical skill sets for team leadership, conflict management, project development and management, and continuous improvement for individuals and groups. The Institute emphasizes Ubuntu, a philosophy originating from Southern Africa that promotes unity and interconnectedness as the bedrock for relationships and decision-making in leadership, both within the personal and community spheres.

Tools such as the Ubuntu Circle and the H-Wheel provide practical methods for leaders to assemble their teams into productive learning groups and to distribute leadership responsibilities and opportunities for authorship. These groups facilitate the development and implementation of effective solutions to intricate service-related challenges and assist in calibrating practices based on the quality of client experiences.

Beyond the power of relationships, the Institute cultivates participants' self-mastery and the elements of Flow, empowering them to support their teammates' service delivery. Some Institute participants also participate in ARLP's Executive Leadership Strategic Advisory system to further enhance their leadership capabilities.

ELSA supports leaders' growth by providing real-time advisory on critical leadership projects and developing and facilitating a personalized leadership curriculum.

Peach Tree Health deserves commendation for its courageous engagement in ARLP's Leadership Institute and Executive Leadership Strategic Advisory systems.

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Learn about Executive Coaching with AR Leadership Partners to harness the power of these and more leadership tools to gain great results for your service community

Leadership is about achieving positive outcomes for the organization and its stakeholders. It's not just about being at the top of the hierarchy; it's about empowering everyone in the team to contribute and succeed. Every member of the organization has the potential to be a leader.

Achieving success requires continuous learning. Andragogy, the principles of adult learning, emphasize that adults learn best when they are actively involved in their own learning process. When leaders embrace Andragogy and engage in job-embedded learning, they foster a culture of continuous improvement and drive positive outcomes.

AR Leadership Partners (ARLP) harnesses the power of Andragogy by providing job-embedded learning in the form of advisory coaching. This coaching approach empowers leaders to take ownership of their learning and development, enabling them to perform at their best and achieve extraordinary outcomes for their clients and colleagues.

Four Kinds of Coaching

1. ELSA (Executive Leadership Strategic Advisory)
2. ELSA Masterclass
3. A la carte; *Coaching sessions provided on an as-needed basis.*
4. Personal Development Advisory

Executive Leadership Strategic Advisory (ELSA)

Leaders in all sectors, Government, Education, Non Profit, and Business/Private sector face complex leadership problems impacting the entire organization and themselves as individuals. A trusted advisor is sometimes needed but difficult to find. Executive Leadership Strategic Advisory is personalized professional advisory to leaders. For an entire year, Dr. Al Rogers works with participating leaders to identify key obstacles and opportunities and resolve them via expert advice and insight. Dr. Rogers will develop strategic insight, offer viable solutions, and even develop a personalized leadership curriculum as a means to helping leaders achieve their goals.

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The service delivery model:

- Induction and outcome commitments study
- Two scheduled 1:1, online-meetings per month
- Curated online knowledge management system (KMS) of resources and artifacts aligned to the engaged leader's goals and objectives
- PRN meetings to address unforeseen challenges and high-stakes issues that inevitably arise

Executive Leadership Strategic Advisory (ELSA) Masterclass

Accelerated Leadership Development with Dr. Al Rogers

Organizational leadership expert Dr. Al Rogers offers a three-month Masterclass designed to support leaders during periods of high pressure and demand. Through expert advice and insight, Dr. Rogers works with leaders to identify and address key obstacles and opportunities, both personal and organizational.

Masterclass Features:

- **Strategic Insight and Viable Solutions:** Dr. Rogers helps leaders develop strategic insight and offers viable solutions to achieve their goals.
- **Personalized Leadership Curriculum:** A customized leadership curriculum can be created to meet individual leader's needs.
- **Community of Practice:** Participants engage in a facilitated Community of Practice with up to five other leaders, fostering confidential collegiality and peer-to-peer learning.
- **Ongoing Support:** Throughout the program, leaders have access to facilitated Community of Practice meetings and offline dialogue.

Outcomes:

By the end of the Masterclass, participating leaders will have the tools and strategies to navigate high-stakes leadership challenges and achieve their desired results.

The service delivery model:

- Induction and outcome commitments study
- Two scheduled 1:1, online-meetings per month
- Curated online knowledge management system (KMS) of resources and artifacts aligned to the engaged leader's goals and objectives
- PRN meetings to address unforeseen challenges and high-stakes issues that inevitably arise
- Three Community of Practice meetings, once per month, addressing leadership issues common to participating leaders

A La Carte Leadership Advisory

Leaders across all sectors face practical leadership challenges that can be overwhelming and isolating. Finding a trusted advisor to navigate these challenges is crucial. Dr. Al Rogers, with over 30 years of experience leading organizations of all sizes and sectors, is a sought-after

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coach and advisor. He has coached thousands of leaders from various sectors, providing confidential, expert guidance on an as-needed basis.

- Induction and outcome commitments study
- As-needed scheduled 1:1
- Optional detailed study and analysis of leader
- As-needed meetings to address unforeseen challenges and high-stakes issues that inevitably arise

Personal Development Advisory

Dr. Rogers offers personal development advisory services, acting as a coach and mentor to help individuals achieve both their professional and personal goals. Through guidance, accountability, and support, Dr. Rogers aids clients in a variety of areas including career development, leadership skills, work-life balance, communication, and overcoming obstacles to reach their full potential.

Key elements of the advisory services may include:

- Goal Setting
- Self-Awareness
- Action Plan Development
- Skill Building
- Overcoming Career and Life Challenges
- Personal Accountability

Who might benefit from Personal Development Advisory?

- Individuals seeking a promotion or career advancement
- Employees struggling with work-life balance
- Leaders looking to improve their team management skills
- Professionals experiencing burnout or low job satisfaction

The Personal Advisory Process with Dr. Rogers
The advisory process generally spans three to six months and includes multiple sessions:

- **Initial consultation:** A discussion of career and personal aspirations, current challenges, and desired outcomes.
- **Assessment:** Using tools to identify strengths, weaknesses, and areas for development.
- **Goal setting:** Collaborative development of specific, measurable, achievable, relevant, and time-bound goals.
- **Action plan creation:** Brainstorming strategies and identifying concrete steps to reach goals.
- **Regular check-ins:** Monitoring progress, addressing roadblocks, and providing ongoing support.

Important Note:
While Dr. Rogers' coaching and advisory services can be a valuable resource for professional and personal development, they are not a substitute for therapy. If you are experiencing significant mental health challenges impacting your work, seeking professional therapy is recommended.

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