



AR Leadership Partners

Leadership Engagement Architect™

A Guided Device for Customizing Your Executive Coaching Mix

Purpose

The ARLP Leadership Engagement Architect™ is a structured, client-facing decision tool designed to help leaders intentionally design how they engage AR Leadership Partners' executive coaching and advisory services. Rather than selecting a single predefined program, leaders use this device to assess their current leadership context and customize a mix of services aligned to their goals, pressures, and learning preferences.

This device reflects ARLP's core philosophy:

Leadership is getting good things done—through job-embedded learning, trusted advisory partnerships, and whole-person development.

The ARLP Leadership Engagement Architect™: Build Your Custom Coaching Journey



Step 1: Leadership Situation Scan

Estimated time: 5 minutes

Leaders begin by responding to four diagnostic lenses. These questions are designed to surface the nature of the challenge before selecting services.

Lens A: Scope of Challenge

Where is the pressure showing up most right now?

- ☐ Organization-wide, high-stakes, long-term challenges
- ☐ Multiple leaders facing similar challenges or shared pressures
- ☐ A specific project, decision, or immediate operational issue
- ☐ Personal energy, clarity, alignment, or sustainability

Lens B: Time Horizon

How far out do you anticipate needing support?

- ☐ 12 months or longer
- ☐ Approximately 90 days (accelerated support)
- ☐ Short-term or as-needed
- ☐ A defined transition season (3–6 months)

Lens C: Support Style Preference

How do you learn and work best right now?

- ☐ Deep 1:1 strategic thinking and reflection
- ☐ Peer dialogue and facilitated learning
- ☐ Targeted expert input for specific outcomes
- ☐ Reflective coaching with accountability

Lens D: Intensity & Access

What level of access and cadence will best support you?

- ☐ Standing cadence with PRN (as-needed) support
- ☐ Fixed sessions combined with group rhythm
- ☐ Flexible, on-demand access
- ☐ Protected space for reflection and integration

Step 2: Pathway Mapping

Based on your responses, recommended ARLP engagement components emerge. These are not mutually exclusive; they are designed to be combined intentionally.

Leadership Need	Recommended ARLP Component
Organization-wide complexity	Executive Leadership Strategic Advisory (ELSA)
Peer normalization and shared learning	ELSA Masterclass
Immediate execution or decision challenge	A La Carte Leadership Advisory
Personal alignment, energy, and sustainability	Personal Development Advisory (PDA)

Step 3: Build Your Engagement Mix

Rather than selecting a single pathway, leaders design a **Primary Path** supported by optional complementary elements.

Primary Path (Select One)

- ☐ Executive Leadership Strategic Advisory (ELSA) – 12 months
- ☐ ELSA Masterclass – 3 months
- ☐ Personal Development Advisory (PDA) – 3–6 months

Supporting Elements (Optional)

- ☐ A La Carte Leadership Advisory (PRN / as-needed)
- ☐ Short-term project structuring or launch support
- ☐ Leadership transition support
- ☐ Decision-making, conflict, or executive communication coaching

Step 4: Your Leadership Engagement Blueprint

Use the space below to document your customized ARLP engagement.

Primary Path:

Supporting Elements:

- ☐ A La Carte Advisory
- ☐ PDA overlay
- ☐ Other: _____

Cadence & Access Preferences:

- ☐ Two scheduled 1:1 meetings per month
- ☐ PRN access during high-stakes periods
- ☐ Curated Knowledge Management System (KMS)
- ☐ Other: _____

Success Commitments (*What will be different as a result of this engagement?*):

1.

2.

3.

Closing Reflection

AR Leadership Partners believes that leadership development is most effective when it is intentional, job-embedded, and responsive to real conditions. This device is designed to help you cultivate clarity, choose wisely, and engage in a partnership that supports both extraordinary outcomes and personal sustainability.

AR Leadership Partners

Cultivating Leadership Excellence

