



# 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*

**Find Your Leadership Path**

**"Leadership is getting good things done."**  
We help leaders facilitate positive results for their organization and people.

**Executive Leadership Strategic Advisory (ELSA)**  
A year-long, 1:1 partnership designed for C-suite leaders facing complex challenges.

**ELSA Masterclass**  
A 3-month accelerated program combining 1:1 coaching with peer group learning.

**A La Carte Leadership Advisory**  
On-demand, as-needed sessions to tackle specific, immediate needs and projects.

**Personal Development Advisory (PDA)**  
A 3-6 month program for integrated "whole person" professional and personal growth.