



# Briefing: AR Leadership Partners Coaching and Advisory Services

## Executive Summary

AR Leadership Partners (ARLP), a consulting firm co-founded by CEO Dr. Al Rogers, specializes in leadership development for executives across the education, private, non-profit, and government sectors. The firm's core philosophy defines leadership as "the act of getting good things to happen," asserting that any team member can be a leader by facilitating positive results. ARLP's methodology is rooted in Andragogy—the practices of adult learning—emphasizing job-embedded learning where leaders drive their own development to achieve superior outcomes.

The firm offers four distinct advisory and coaching services designed to meet diverse leadership needs:

1. **Executive Leadership Strategic Advisory (ELSA):** A comprehensive, year-long, one-on-one engagement for C-level leaders focused on achieving specific organizational and personal development goals through a customized curriculum.
2. **ELSA Masterclass:** An accelerated, three-month program for a small group of up to five leaders, functioning as a "community of practice" to address high-stakes challenges through peer-to-peer learning and expert facilitation.
3. **A La Carte Leadership Advisory:** A flexible, short-term service providing on-demand, confidential guidance for leaders facing specific, practical challenges, focusing on targeted outcomes like workflow optimization or project development.
4. **Personal Development Advisory (PDA):** A three-to-six-month program focused on "whole person development," integrating personal wellness with professional goals to enhance areas like work-life balance, career development, and leadership skills.

# Core Philosophy and Approach

AR Leadership Partners operates on a distinct set of principles regarding leadership and professional development. This approach shapes the structure and delivery of its advisory services.

## Definition of Leadership

Leadership is defined not by hierarchical position but by action and impact. The firm's guiding principle is that "leadership is getting good things done." ARLP posits that leaders are individuals engaged in facilitating positive results for their organization and the people they serve, including clients, customers, and employees. This philosophy extends the potential for leadership to every member of a team, as each person contributes to the overall success and effectiveness of the whole.

## Foundation in Andragogy

The firm's coaching model is built upon the principles of Andragogy, the theory and practice of adult learning. This framework asserts that adults learn most effectively when they are the primary drivers of their own learning processes. ARLP harnesses this by providing job-embedded learning through its advisory services, which fuels workplace performance with the leader's own learning journey, leading to more positive and sustainable outcomes.

## Overview of Coaching Services

Led by Dr. Al Rogers, a coach and advisor with over 30 years of experience, ARLP provides four specialized coaching frameworks. Each is designed with a unique duration, format, and focus to address the specific needs of leaders and their organizations.

Service Name	Duration	Format	Primary Focus
<b>Executive Leadership Strategic</b>	1 year	One-on-one	In-depth, personalized advisory for C-level leaders on complex organizational and
<b>ELSA Masterclass</b>	3 months	Small group	Accelerated development for leaders in high-pressure situations, leveraging a
<b>A La Carte Leadership Advisory</b>	Short-term /	One-on-one	Targeted, on-demand support for specific, practical challenges and focused
<b>Personal Development</b>	3 to 6 months	One-on-one	"Whole person development" integrating personal wellness with professional and

## 1. Executive Leadership Strategic Advisory (ELSA)

This year-long process is designed for C-level leaders in any sector facing complex challenges that impact both the organization and themselves. It provides a trusted, expert advisor to help identify and resolve key obstacles and opportunities.

- **Objectives:** To leverage fantastic results for both the individual leader and their company by targeting specific organizational outcomes and fostering personal development.
- **Methodology:** Dr. Rogers works directly with the leader to develop strategic insight, offer viable solutions, and create a confidential, personalized leadership curriculum tailored to their goals.
- **Service Delivery Model:**
  - Initial induction and study of outcome commitments.
  - Two scheduled 1:1 online meetings per month.
  - A curated online knowledge management system (KMS) with resources aligned to goals.
  - PRN (as-needed) meetings to address unforeseen and high-stakes issues.

## 2. ELSA Masterclass

This offering is an accelerated, three-month version of the ELSA program, designed to support a small group of leaders during periods of high pressure and demand. Participants function as a facilitated "community of practice," fostering confidential collegiality and peer-to-peer learning.

- **Objectives:** To provide leaders with the tools and strategies to navigate high-stakes challenges by addressing key personal and organizational obstacles.
- **Methodology:** The program combines expert advice from Dr. Rogers with group collaboration. A customized leadership curriculum can be created to meet individual needs within the group context.
- **Service Delivery Model:**
  - Initial induction and study of outcome commitments.
  - Two scheduled 1:1 online meetings per month.
  - A curated online KMS.
  - PRN (as-needed) meetings for urgent issues.
  - Three monthly Community of Practice meetings addressing common leadership issues.

### 3. A La Carte Leadership Advisory

This service provides flexible, on-demand coaching for leaders who require expert guidance for a very focused, short-term outcome. It is designed for practical challenges that can feel overwhelming and isolating.

- **Objectives:** To provide targeted support for specific needs, such as workflow optimization, project development, or short-term project management to launch an initiative. Clients "pick and choose" the desired results.
- **Methodology:** Dr. Rogers offers confidential, expert guidance on an as-needed basis, drawing on his experience coaching thousands of leaders across all sectors.
- **Service Delivery Model:**
  - Initial induction and study of outcome commitments.
  - As-needed scheduled 1:1 meetings.
  - Optional detailed study and analysis of the leader.
  - As-needed meetings to address urgent challenges.

### 4. Personal Development Advisory (PDA)

This advisory service spans three to six months and focuses on "whole person development," recognizing the intrinsic link between personal wellness and professional effectiveness. Dr. Rogers acts as a coach and mentor to help individuals achieve both personal and professional goals.

- **Objectives:** To support individuals in areas such as career development, leadership skills, work-life balance, communication, and overcoming obstacles to reach their full potential.
- **Target Beneficiaries:**
  - Individuals seeking a promotion or career advancement.
  - Employees struggling with work-life balance.
  - Leaders aiming to improve team management skills.
  - Professionals experiencing burnout or low job satisfaction.
- **Advisory Process:**
  - **Initial Consultation:** Discuss aspirations, challenges, and desired outcomes.
  - **Assessment:** Utilize tools to identify strengths and areas for development.
  - **Goal Setting:** Collaboratively develop specific, measurable, achievable, relevant, and time-bound (SMART) goals.
  - **Action Plan Creation:** Brainstorm strategies and identify concrete steps.
  - **Regular Check-ins:** Monitor progress, address roadblocks, and provide support.

**Important Note:** While Personal Development Advisory is a valuable resource, it is not a substitute for therapy. Individuals experiencing significant mental health challenges impacting their work are recommended to seek professional therapy.