



Leadership Performance Advisory with AR Leadership Partners

Leadership is getting good things done. Leaders are those who are engaged in facilitating positive results for the organization and for the people they care about. Leaders are not necessarily those who are at the “top” of the company hierarchy. Every member of the team is there to do their part - facilitating outcomes and results directly associated with their work, and contributing to the overall success and effectiveness of the team as a whole. Everyone in the organization can be a leader.

Getting good things done always involves an aspect of learning. Andragogy, the practices of adult learning, asserts that adults learn best when they are the driver of their own learning. When workplace performance is fueled by the leaders’ learning, outcomes are more positive. Job-embedded learning tends to be the most effective method of learning and development. AR Leadership Partners (ARLP) harnesses the power of Andragogy by providing job-embedded learning in the form Advisory, sometimes described as coaching. ARLP offers four kinds of coaching to leaders intent on performing at their best to facilitate extraordinary outcomes for their clientele and for their colleagues.

[Four Kinds of Coaching](#)

[ELSA](#)

[ELSA Masterclass](#)

[A La Carte Leadership Advisory](#)

[Personal Development Advisory](#)

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.

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

Cost: \$20,000 per year

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

Cost: \$5,000; Application

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 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

Cost: \$250 per hour; induction application

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.

Cost: \$250 per session

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.