



Harvest Consulting Executive Coaching Framework

*Our leadership is our mirror:
how we lead is a reflection of our values and lived racial experiences.*

- Rogers-Ard & Knaus, 2020

Harvest Consulting offers Authentic Anti-Racist Leadership using the SEL-based HEART model (Rogers-Ard & Knaus, 2020), Dare to Lead (Brown, 2018), and Radical Care (Rivera-McCutchen, 2021) frameworks. Key to effective anti-racist leadership is understanding the roots, causes, and impacts of racial oppression in the United States, along with a deep personal commitment to disrupt systems of oppression. Dr. Rogers-Ard discusses the five elements of anti-racist work, supports and challenges Senior Leaders to see themselves as agents of change while grappling with the subtleties of *leading* this work versus *doing* the work.

For BIPOC women and men of color, Dr. Rogers-Ard takes the lead in developing the relationship needed to be a critical thought-partner. For white co-conspirators, Dr. Rogers-Ard partners with a white colleague to provide additional support. Coaching sessions are monthly or bi-weekly and focus on increasing Senior Leaders' level of self-awareness to analyze their leadership impact, apply anti-racist strategies, and anticipate navigating leadership hurdles.

Contact Dr. Rogers-Ard directly for pricing and other information:

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The longer one stays within toxic environments, the greater the chance that such environments leech into our souls; the HEART model is designed to be an individual and systemic reminder to soothe ourselves back to healthy practices while in the war for the souls of our children.

- Rogers-Ard & Knaus, 2020