



AriaStrategies Inc

EXECUTIVE ADVISORY & LEADERSHIP SERVICES

CLARITY. LEADERSHIP. RESULTS.

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AriaStrategies Inc

ABOUT ARIASTRATEGIES INC.

AriaStrategies is an executive advisory practice that partners with leaders and boards to navigate complexity, strengthen governance, and make high-stakes decisions with clarity and confidence.

The focus is on helping organizations at pivotal moments—when vision must be sharpened, leadership must be aligned, and the path forward must create lasting impact.

Work spans executive advisory, governance support, leadership development, strategic facilitation, and executive speaking—bringing depth of experience, independent perspective, and practical strategy to help leaders build stronger organizations.



EXECUTIVE LEADERSHIP

Advising leaders through complexity, change, and critical decision-making to drive results.



GOVERNANCE

Strengthening board effectiveness, organizational accountability, and executive partnership.



STRATEGY

Clarifying direction, aligning resources, and executing strategy that creates sustainable impact.



LEADERSHIP EXCELLENCE

Developing leaders who think critically, communicate effectively, and lead with influence.

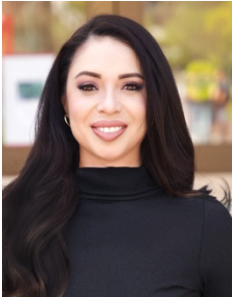




AriaStrategies Inc

ABOUT

ERICA ARIAS



Throughout my career, I've been trusted to lead organizations through growth, executive transition, governance challenges, organizational change, and periods of significant complexity. Those experiences have shaped the way I lead and advise today. **I believe most organizational challenges are not strategy problems. They're leadership problems.** Strong organizations begin with leaders who possess self-awareness, exercise sound judgment, and put people at the center of every decision.

For more than two decades, I've partnered with executive teams, governing boards, entrepreneurs, law enforcement organizations, nonprofit organizations, educational institutions, startups, public agencies, and established businesses to solve complex challenges that don't come with a playbook. Working across sectors has given me a broad perspective. My role, however, has remained remarkably consistent: **helping leaders create clarity, strengthen governance, align strategy, and navigate change with confidence.**

Today, I serve as a nonprofit executive while leading AriaStrategies Inc., where I advise executives, boards, and organizations on leadership, governance, strategy, and organizational effectiveness. Throughout my career, I've also designed and delivered executive education in partnership with the University of Southern California's Office of Civic Engagement and Mt. San Antonio College, teaching topics including strategic leadership, negotiations, business communications, and small business development.

My work is grounded in the belief that leadership isn't about having all the answers. It's about asking better questions, creating environments where people can do their best work, and making difficult decisions with clarity, integrity, and purpose. Whether I'm advising an executive team, facilitating a board retreat, or coaching a founder, my goal remains the same: to help organizations make better decisions that produce lasting results.

RECOGNIZED FOR



Forbes Nonprofit Council



Los Angeles Business Journal Most Influential Nonprofit Leaders



Executive Leadership & Organizational Strategy

ADVISING EXPERIENCE

- Executive Teams
- Governing Boards
- Founders & Entrepreneurs
- Law Enforcement Organizations
- Nonprofit Organizations
- Public Agencies
- Higher Education Institutions
- Startups
- Established Businesses

CORE FOCUS

- Executive Leadership
- Governance
- Strategic Planning
- Organizational Effectiveness
- Leadership Development

“Leadership isn't strengthened by having all the answers. It's strengthened by asking better questions, exercising sound judgment, and creating clarity when others see complexity. That's the work I love.”



AriaStrategies Inc



MISSION

To help leaders and organizations navigate complexity with clarity, strengthen governance, improve decision-making, and build high-performing organizations through executive advisory and strategic counsel.



VISION

A world where organizations are led by thoughtful, courageous leaders who exercise sound judgment, inspire trust, and build cultures where people and organizations thrive.



PHILOSOPHY

Leadership is not defined by authority or personality. It is shaped by judgment, curiosity, accountability, and the willingness to make difficult decisions with clarity and integrity.

Organizations improve when leaders think more critically, communicate more intentionally, and lead with greater confidence.





SERVICES

Strategic counsel and practical support for leaders and organizations navigating complexity, driving performance, and creating lasting impact.



STRATEGIC FACILITATION & SPEAKING

Facilitating conversations that move organizations forward through collaboration, alignment, and thoughtful discussion.

EXAMPLES INCLUDE:

- Strategic planning retreats
- Leadership off-sites
- Conference keynotes
- Executive workshops
- Panel moderation
- Organizational facilitation



ORGANIZATIONAL STRATEGY

Partnering with organizations to solve complex operational and strategic challenges while building sustainable leadership practices.

EXAMPLES INCLUDE:

- Organizational assessments
- Fundraising strategy
- Business development
- Community partnerships
- Stakeholder engagement
- Cross-sector collaboration



EXECUTIVE STRATEGY SESSION

A focused advisory session designed for leaders facing an important decision, organizational challenge, or strategic opportunity.

This is a 90-minute or half-day engagement where clients leave with greater clarity, practical next steps, and a trusted perspective on the issue at hand.



SERVICES

Strategic counsel and practical support for leaders and organizations navigating complexity, driving performance, and creating lasting impact.

 STRATEGIC FACILITATION & SPEAKING Facilitating conversations that move organizations forward through collaboration, alignment, and thoughtful discussion.	 ORGANIZATIONAL STRATEGY Partnering with organizations to solve complex operational and strategic challenges while building sustainable leadership practices.	 GOVERNANCE SUPPORT Strengthening governance structures and the partnership between boards and executives to improve accountability, oversight, and organizational health.	 LEADERSHIP DEVELOPMENT Developing leaders who think critically, communicate effectively, and lead with confidence and integrity.	 EXECUTIVE STRATEGY SESSIONS A focused advisory session for leaders facing an important decision, challenge, or strategic opportunity.
EXAMPLES INCLUDE: • Strategic planning retreats • Leadership off-sites • Conference keynotes • Executive workshops • Panel moderation • Organizational facilitation	EXAMPLES INCLUDE: • Organizational assessments • Fundraising strategy • Business development • Community partnerships • Stakeholder engagement • Cross-sector collaboration	EXAMPLES INCLUDE: • Board assessments • Governance framework development • Board education and alignment • Executive/board retreats • Policy and structure review	EXAMPLES INCLUDE: • Executive coaching and advising • Leadership team development • Communication and influence • Decision-making and judgment • High-potential leader development	This is a 90-minute or half-day engagement where leaders leave with greater clarity, practical next steps, and a trusted perspective on the issue at hand.

Independent perspective.

Practical strategy.

Stronger leaders.

Stronger organizations.



MY APPROACH

Every organization is different, and every leadership challenge deserves thoughtful consideration rather than a one-size-fits-all solution.

I begin by understanding the organization, its people, and the challenges driving the engagement. From there, I help leaders evaluate opportunities, navigate complexity, and develop practical strategies that support sound decision-making and meaningful progress.

My work is grounded in collaboration, candor, and accountability. I ask thoughtful questions, challenge assumptions when appropriate, and provide practical guidance that leaders can apply with confidence.

Whether the engagement is a single advisory session or a long-term partnership, my objective remains the same: to help leaders think clearly, make informed decisions, and strengthen their organizations.

GUIDING PRINCIPLES



LISTEN FIRST

Understand the organization before proposing solutions.



CREATE CLARITY

Bring clarity and structure to complex decisions.



SPEAK CANDIDLY

Offer honest guidance, even when conversations are difficult.



FOCUS ON OUTCOMES

Translate ideas into meaningful progress.



INVESTMENT GUIDE

Every engagement is tailored to the needs of the organization while following the standard investment structure below. Custom proposals are available for multi-day engagements and long-term advisory relationships.

	SERVICE	INVESTMENT
	Complimentary Exploratory Call (30 min)	No Charge
	Executive Strategy Session (90 min)	\$950
	Half-Day Executive Advisory (up to 4 hours)	\$2,500
	Full-Day Executive Advisory (up to 8 hours)	\$4,500
	Leadership Workshop	Starting at \$3,500
	Board Retreat Facilitation	Starting at \$5,000
	Keynote Presentation	Starting at \$3,500
	Advisory Partnership	Starting at \$3,000/month



ADVISORY PARTNERSHIP

Designed for organizations seeking an ongoing strategic advisor rather than project-based consulting.

- ✓ Scheduled executive advisory sessions
- ✓ Strategic guidance on emerging opportunities and challenges
- ✓ Priority access for time-sensitive leadership issues
- ✓ Executive support between scheduled meetings
- ✓ Customized advisory based on organizational priorities

Minimum engagement: 60 days



Travel, multi-day engagements, and customized facilitation are quoted separately.



LET'S START THE CONVERSATION

The strongest organizations are built by leaders who are willing to think differently, ask better questions, and make difficult decisions with confidence.

If your organization is preparing for what's next, I'd welcome the opportunity to partner with you.

Erica Arias

Founder & Principal Advisor
AriaStrategies Inc.



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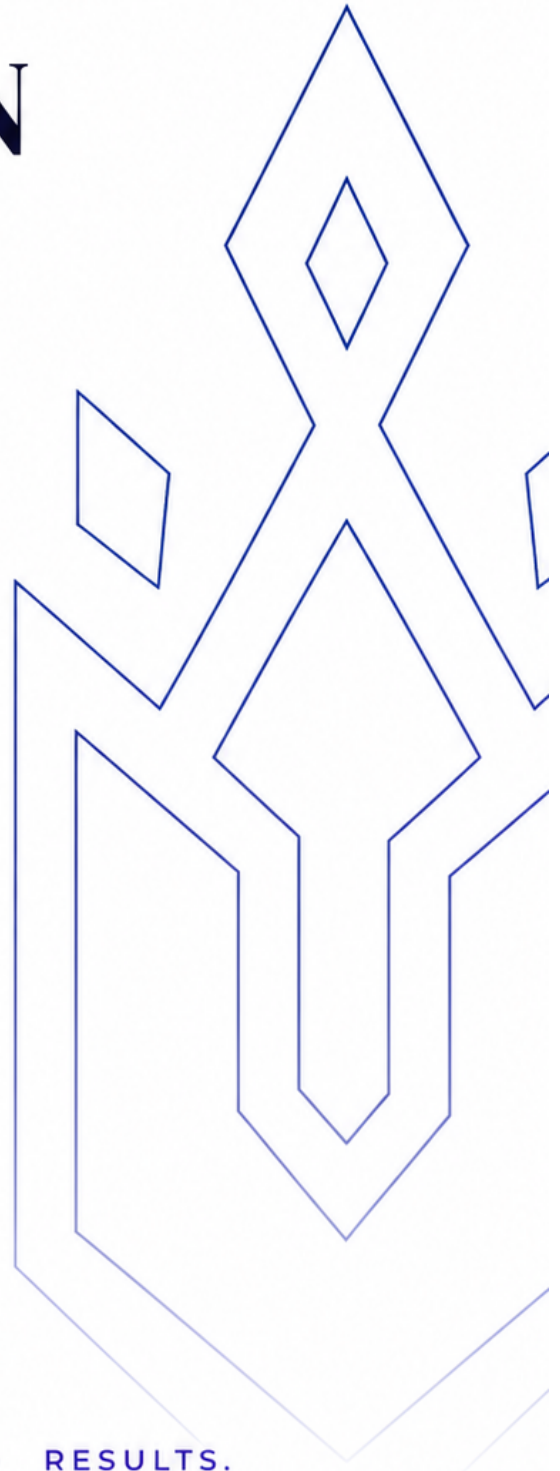
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