

# Leadership

# Assessment & Development



We know where the goal posts are!

**Coaching managers and executives is a specialised form of leadership coaching.** It takes place within a broader set of skills methodologies and knowledge that comprise the current field of generalist coaching (Elliott, 2003\*). Explore cognitive and behavioural coaching methods for leadership development utilising reliable theories and methods that count.

This course explores generalist coaching and the kinds of knowledge and methodologies required for *specialist leadership coaching*. It particularly focuses on the well-established Full Range Leadership Model (Bass and Avolio) and trains participants in how to work with this empirically-supported, outcomes-driven, framework to achieve optimal results for the coachee and their organisation.

## Full Range Specialist Leadership Coaching: Details

### The Training Process

This course is for experienced coaches, psychologists and others aspiring to professionalism. To enrol participants need to have undertaken the MLQ Facilitation Accreditation Workshop (see separate flyer). However, that course and this leadership coaching course may be taken on consecutive days.

The Full Range Leadership Coaching™ (MLQ P/L) course comprises a one day workshop followed by completion of a focused multiple-choice competency test which samples understanding of the workshop and its processes, and the follow-on reading of materials supplied.

### The Full Range Leadership Coaching™ Course Features

- ◆ Experiential action-learning methods are used and audio case studies presented
- ◆ Integration with established leadership frameworks is demonstrated
- ◆ Special attention to the nature of the coaching relationship
- ◆ Practice and review sequences with experienced colleagues
- ◆ Exploration of current generalist approaches to coaching – theory and practice
- ◆ Review of key relevant leadership theories
- ◆ How the Full Range Leadership Model (Bass and Avolio) provides an excellent, trainable diagnostic framework for leader development
- ◆ How to build a unique development plan for the coachee using a refined, electronically-supported and efficient two-step process

### About Ray Elliott – Organisational Psychologist and Corporate Coach

Ray Elliott's principal work is in organisational change and development focused on leadership interventions at multiple levels – individual, team, systems and culture ([www.oecy.com.au](http://www.oecy.com.au)). He works in the manufacturing, health, education, military, retail, legal and professional services sectors. Additionally, he is also a Director of MLQ Leadership Services Pty Ltd and is the only licensed trainer of trainers for MLQ accreditation in the SE Asian region. Ray has multidisciplinary post-graduate qualifications from a number of Australian universities and from Yale in organisational psychology, education, philosophy and ritual, and ethics.

In 2002-2003 Ray was instrumental in establishing, with a group of other APS Psychologists, the Coaching Psychology Interest Group (IGCP) for the Australian Psychological Society ([www.psychsociety.com.au/units/interest\\_groups/coaching/](http://www.psychsociety.com.au/units/interest_groups/coaching/)). He continues to be a Research Associate for the International Center for Corporate Governance, Faculty of Business and Law, Victoria University ([www.businessandlaw.vu.edu.au/cicgr/](http://www.businessandlaw.vu.edu.au/cicgr/)), and is a long-serving member of the institutional Human Research Ethics Committee for the Victorian Department of Human Services, an appointment of the Premier and Cabinet.

He has written, and contributed to, a number of books, including 'The Spirit of Australian Leadership' in *The Heart and Soul of Leadership* (McGraw Hill: AIM), 2002.

### Recent professional papers presented by Ray Elliott \*:

- ◆ 'Parameters of Specialist Leadership Coaching: Professionalism, Ethics and Applied Psychology' at The First International Evidence-based Coaching Conference, Sydney University, July 2003.
- ◆ 'Growing Competent and Effective Organizational Leaders' at the second International Coach Federation Conference (Australasia), Sydney, August 2003.
- ◆ 'Post-modern Reworked Authority and Transformational Leadership: Obituaries for Normative Ethics?' at the national conference of Australian Association for Applied Ethics, Melbourne, September 2003.
- ◆ 'Resourcing leader-managers in challenging times: Making connections through symbolic reality and personal skill development' at the Spirituality, Management and Leadership Conference, Stradbroke Island, Queensland, (Dec. 2002).

Register today – use the form on the MLQ Accreditation Courses 2004 flyer.  
Generous early bird and package discounts available.