



Specialist Leadership Coaching

1. Requires the application of **relevant evidence-based knowledge**.
2. Applies the extensive **leadership assessment and development literature**.
3. Uses a **broad set of skills**, methodologies and strategies.
4. Requires both **'facilitative' and 'expert' modalities** in the coaching relationship.
5. Is more effective when undertaken **simultaneously at multiple levels** - individual, team and culture.
6. Requires the application of **advanced applied ethics**.
7. **Roles** at professional levels need to be **contractual**.

These seven propositions were first presented at the First Evidence-based International Coaching Psychology Conference (Sydney University, August 2003). They have been included in successive MLQ Leadership Services Full Range Leadership Training Manuals from 2003.

The full paper outlining this position is to be published in - Elliott, R.H. (2005). 'The Parameters of Specialist Professional Leadership Coaching.' In Grant, A. M., Cavanagh, M., & Kemp, T. (Eds.). *Evidence-based coaching: Contributions from the Behavioural Sciences (Vol. 1)*. Bowen Hills QLD: Australian Academic Press.