



IGCP Symposium

Beyond Facilitation: Specialist Approaches in Coaching

Presentation: Ray Elliott

Authority and Coaching: Expert and Facilitative Modalities

THE PARAMETERS OF SPECIALIST LEADERSHIP COACHING: SEVEN PROPOSITIONS ¹

Proposition 1:

Leadership coaching requires the application of relevant knowledge frameworks.

Proposition 2:

Accessing the extensive leadership assessment and development research is essential to leadership coaching.

Proposition 3:

A broad set of skills, methods, and strategies are required in the leadership coach.

Proposition 4:

Both 'expert interpretation' and 'process facilitation' modalities are required in the specialist leadership coaching relationship.

Proposition 5:

Leadership coaching is more effective when undertaken simultaneously at multiple-levels.

Proposition 6:

The use of advanced applied ethics is required in leadership coaching.

Proposition 7:

Professional leadership coaching roles need to be contractual.

¹ For a full treatment of this subject in terms of the literature, see Elliott, R.H. (2004). In Press. The Parameters of Specialist Professional Leadership Coaching. In Grant, A. M., Cavanagh, M., & Kemp, T. (Eds.). (In Press). *Evidence-based coaching: Contributions from the Behavioral Sciences* (Vol. 1). Bowen Hills QLD: Australian Academic Press.