

Question Led Leadership™

iGrowth™

QUESTION-LED LEADERSHIP (QLL™)

QUESTION LED LEADERSHIP IS THE ADOPTION OF AN OVERARCHING PHILOSOPHY PLACING PEOPLE-POTENTIAL AT THE CENTRE OF ALL ACTIVITY

Question Led Cultures™

- **QLL™ IS A PHILOSOPHY AND NOT AN APPROACH**
- **QLL™ UTILISES PROFESSIONAL COACHING SKILLS AS A MEANS OF APPLICATION**
- **QLL™ GENERATES CULTURAL CHANGE**
- **QLL™ SUCCINCTLY SUMMARISES THE CUTTING EDGE OF LEADERSHIP ACHIEVEMENT**

The iABCt are the global leaders in QLL™ training and research. The internationally recognised **Professional Coaching Certificate** to support the introduction of a coaching culture within organisations is the only certified training course in the world to include the latest research in the development of QLL™ and its application in business.



iABCt

The International Academy for Business Coaching and Training

The International Academy for Business Coaching and Training presents world class training and development in business coaching and related subject matter. Question Led Leadership™ is a package of measures, skills, foundational thinking, behavioural models and tools to support the implementation and sustainability of a question led coaching culture.

Coaches Ask better Questions

HOW DOES QLL™ DIFFER FROM OTHER STYLES OF LEADERSHIP?

QLL™ is unique in being directive in concept but non directive in application. It draws together the most effective aspects of leadership practice and presents them as a modular constructed approach to leadership development. QLL™ genuinely puts people at the heart of every aspect of leadership decision making. QLL™ acts as an umbrella under which other descriptions of successful leadership applications have their place, and acts to connect them in a meaningful and practical way.

WHAT DOES QLL™ DO THAT OTHER LEADERSHIP STYLES FAIL TO DELIVER?

QLL™ is universal. It may be applied at any time, in any context by any leader. QLL™ targets the heart of any matter and redefines organisational functionality so as to cause people at every level to question what they do and how they are doing it in relation to their desired outcome. QLL™ actively aligns personal, professional and organisational goals at every level and in every context. It is integrated into all activity and uses leadership skills as opposed to becoming one.

WHERE IS QLL™ BEING PRACTICED?

Organisations that have adopted an effective and sustainable coaching culture will have engaged in many aspects of QLL™. The construction of QLL™ into a package of modular approaches that may be introduced, measured and observed have been established to assist with the effective introduction and management of a sustainable coaching culture.

HOW DID QLL™ COME ABOUT?

The iABCt is at the cutting edge of professional coach training. It became apparent that while almost every organisation is desirous of the business benefits resulting from employees working with significantly improved collaboration and acting in a more resilient and robust manner, particularly when overcoming business challenges, they did not necessarily relate such activity to coaching. Reflecting on this it became apparent that approach the achievement of improved business results through people is a leadership issue and therefore should be addressed as such.

Further research by the iABCt into the foundational aspects of an effective coaching culture uncovered profound and important philosophical underpinning predating almost all modern management and leadership approaches. Whereas the majority of such material has been developed in response to correcting problems within organisations, the foundations of a sustainable and effective organisation within which people are both collaborative and resilient were not problem-focused but outcome-driven from the outset. Using models and structures that are corroborated by the natural environment and successful human experience, the iABCt translated this material into the practical and pragmatic application of QLL™.

WHAT EVIDENCE IS THERE FOR QLL™ BEING EFFECTIVE?

Significant evidence exists for rapid and substantial improvements from the introduction of a question led leadership style. Evidenced in scholarly literature as people-centered and coaching application the results indicate improvements in all aspects of organisational effectiveness, including profitability, employee turnover, business development, team engagement, project completion, and growth in the personal development of employees at every level.

To discuss how to apply QLL™ in your organisation we are happy to arrange a personal call with iABCt Director of Coaching Martin Goodyer. Simply email us at admin@iabct.org or click the button on the page and we will set up a call at your convenience. There is no obligation to proceed with anything nor any attempt to 'sell' you anything. QLL™ speaks for itself. We believe it is a significant breakthrough in modern leadership thinking and application, as such we are keen to share this with you in the hope and desire that you will join us in our enthusiasm. The iABCt operates as a year round 'Summer School' for coaching and can support your existing coaching initiatives with QLL™ through participation in our Professional Certified Coaching programme. QLL™ is an integrated approach that will pull together and support all your current coaching related initiatives. We look forward to meeting you.