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## Leadership Development Using Online Group Executive Coaching

By

**Bernard L. Brookes**

**Graduate School of Management and Technology**

**bernard.brookes@yahoo.com**

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### **Abstract**

Leadership development initiatives in work settings or in executive MBA programs can use online technology to make executive coaching available to a large number of managers. Previously, the integration of classroom training and challenging work assignments into expanded leadership capability has been facilitated by individual executive coaching or mentoring. This limited the number of potential participants who could access these resources.

Now, research on online behavioral interventions suggest that group online executive coaching could be a method of expanding effective leadership development programs to a larger number of participants. This paper presents a model of online executive coaching that integrates findings from leadership research, outcome evaluations of group leadership training programs, research on online behavioral interventions, and the literature on executive coaching.

**Key Words:** executive coaching, leadership development, online behavioral interventions