

# Dublin Declaration on Coaching

July 11<sup>th</sup> 2008



**W**e are coaches from many backgrounds who have gathered in Dublin to dialogue on the state of our emerging profession. Recognizing the value of creating global cohesion and clarity while honouring diversity, we are drawn together by a sense of urgency to capture the essence of the power of coaching in the world at a time of critical change.

**G**rounded in a profound belief in the value of what we do, we are seventy individuals from twenty one countries, defined only by our commitment to the profession that energises us, our concern to see it through this pivotal moment in its development, and our desire to discover, dream, design, and deliver our shared vision for its future.

**T**hrough twelve months of international dialogue, over 250 people contributed to ten working groups to address key areas for development of the coaching field. This led to the Global Coaching Convention, the first meeting of its kind. We have found ourselves inspired by the diversity of the participants, both cultural and professional. We have discovered also an exciting degree of common ground, beginning with a belief in the power of coaching to unlock the potential of people, organisations, and society.

**A**dditionally we have encountered a yearning for the kind of collaboration for which this process might serve as a model, and a desire to play a part in defining our profession in this emergent and dynamic stage. We acknowledge with gratitude the ongoing interactions and collaboration that are leading to the emergence of a degree of coherence and significance of this young profession. We affirm our commitment to the wider community of practitioners, including professional, business, academic, and other organizations to continue pursuing this dialogue.

**A**t the same time we recognize the challenges that face the emerging profession, the conflicting aims that might fracture its impact, and the moves to control it from within and without that threaten its autonomy, thereby limiting the contribution it can make. We affirm the ongoing imperative for the coaching community to come together to define and regulate itself has never been more pressing.

**Therefore, we, the delegates to the Global Coaching Convention hereby declare that the individuals and organizations that represent the global coaching community need to:**

- 1.** Establish a common understanding of the profession through creation of a shared core code of ethics, standards of practice, and educational guidelines that ensure the quality and integrity of the competencies that lie at the heart of our practice.
- 2.** Acknowledge the multidisciplinary roots and the nature of coaching as a unique synthesis of a range of disciplines that creates a new and distinctive value to individuals, organizations and society. We also need to add to the body of coaching knowledge by conducting rigorous research into the processes, practices, and outcomes of coaching, in order to strengthen its practical impact and theoretical underpinnings.
- 3.** Respond to a world beset by challenges for which there are no predetermined answers by creating a space wherein new solutions can emerge. In doing so we are stepping into our power as coaches and inviting our clients to do the same.
- 4.** Move beyond self-interest with courage and engage in this conversation with renewed intensity among ourselves and with all stakeholders in order to address the critical issues facing our field.

Signed by the Delegates of the first Global Coaching Convention renamed the Global Community of Coaches. Dublin. July 11<sup>th</sup> 2008.

This is a draft document intended for the community that created it. Once it has been finally approved by its delegates, it will be issued to a wider audience for discussion and dialogue.