

# Certified Ethical Transformational Leadership Professional (ETLP™)

---

Ethics, Integrity, and Trust as Foundations for Leadership



## Table of Contents

1. Purpose and Scope
2. Target Audience and Eligibility
3. Competency Framework Overview
4. Domains, Tasks, Enablers, and Knowledge, Skills, and Behaviors (KSBs)
5. Performance Indicators
6. Exam Blueprint
7. Assessment and Maintenance Requirements
8. Reference Frameworks

## 1. Purpose and Scope

The Certified Ethical Transformational Leadership Professional (ETLP™) credential recognizes experienced leaders capable of guiding organizations through complex transformation while upholding ethical principles and stakeholder trust.

## 2. Target Audience and Eligibility

- Leaders responsible for organizational transformation initiatives
- Senior managers guiding strategic programs
- Consultants advising organizations on change and governance
- Public sector or nonprofit leaders responsible for institutional transformation

### Eligibility

- Minimum 3 years experience in leadership or managerial roles
- Direct supervisory authority over at least 3 team members
- Completion of at least 28 hours of formal leadership education
- Leadership education preferably delivered through an ELA Recommended Learning Partner

## 3. Competency Framework Overview

The ETLP competency framework evaluates the ability to diagnose transformation contexts, guide organizations through change, and sustain ethical impact.

## 4. Domains, Tasks, Enablers, and Knowledge, Skills, and Behaviors (KSBs)

### Domain I – Ethical Leadership Foundations

#### Tasks

- Align transformation decisions with ethical principles
- Promote accountability and transparency

#### Enablers

- Systems thinking
- Stakeholder engagement capability
- Leadership communication

#### Knowledge, Skills, and Behaviors

- Knowledge: transformation leadership concepts
- Skills: strategic thinking and change facilitation
- Behaviors: responsibility, courage, integrity

## **Domain II – Transformation Assessment**

### **Tasks**

- Diagnose organizational readiness for change
- Identify systemic and ethical risks

### **Enablers**

- Systems thinking
- Stakeholder engagement capability
- Leadership communication

### **Knowledge, Skills, and Behaviors**

- Knowledge: transformation leadership concepts
- Skills: strategic thinking and change facilitation
- Behaviors: responsibility, courage, integrity

## **Domain III – Leading Transformation**

### **Tasks**

- Mobilize stakeholders around a transformation vision
- Manage resistance and facilitate collaboration

### **Enablers**

- Systems thinking
- Stakeholder engagement capability
- Leadership communication

### **Knowledge, Skills, and Behaviors**

- Knowledge: transformation leadership concepts
- Skills: strategic thinking and change facilitation
- Behaviors: responsibility, courage, integrity

## **Domain IV – Sustaining Impact**

### **Tasks**

- Embed governance practices supporting ethical transformation
- Measure long term outcomes

### **Enablers**

- Systems thinking

- Stakeholder engagement capability
- Leadership communication

### **Knowledge, Skills, and Behaviors**

- Knowledge: transformation leadership concepts
- Skills: strategic thinking and change facilitation
- Behaviors: responsibility, courage, integrity

## **5. Performance Indicators**

- Transformation initiatives align with ethical leadership principles
- Stakeholders perceive transparency and trust
- Transformation results demonstrate sustainable impact

## **6. Exam Blueprint**

<b>Domain</b>	<b>Exam Weight (%)</b>	<b>Questions</b>
<b>Ethical Leadership Foundations</b>	25	15
<b>Transformation Assessment</b>	25	15
<b>Leading Transformation</b>	30	18
<b>Sustaining Impact</b>	20	12

Total Questions: 60

## **7. Assessment and Maintenance Requirements**

- Assessment delivered through the N2X Labs certification platform
- Open ended scenario based questions evaluate contextual leadership judgment
- Responses are evaluated using AI assisted analytical scoring
- Maintenance: 30 hours of leadership education every three years

## **8. Reference Frameworks**

- ELA Ethical Leadership Practice Guide 1<sup>st</sup> Ed.
- PMI Code of Ethics and Professional Conduct
- ISO 37000 Governance of Organizations
- Goleman, D. – Emotional Intelligence (1995)
- Kidder, R. – How Good People Make Tough Choices (1995)
- Lazar, O. – Advanced Leadership Development (2025)
- Edelman Trust Barometer Reports
- Harvard Business Review – Ethics Series