

Certified Ethical Leadership Practitioner (EPL™)

Ethics, Integrity, and Trust as Foundations for Leadership



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1. Purpose and Scope

The Certified Ethical Leadership Practitioner (ELP™) credential recognizes individuals who demonstrate foundational competence in ethical leadership. The certification validates the ability to understand and apply the Ethical Leadership framework developed by the Ethics & Leadership Association (ELA), including principles related to integrity, trust, ethical reasoning, and responsible leadership behaviors.

2. Target Audience and Eligibility

Target Audience

- Emerging leaders and early career managers
- Professionals responsible for coordinating or influencing team collaboration
- Individuals contributing to projects or initiatives without formal authority
- Students enrolled in management, leadership, or business programs
- Professionals wishing to formalize their understanding of ethical leadership

Eligibility

- Completion of a leadership program delivered by an ELA Recommended Learning Partner (RLP), or
- Completion of the ELA Introduction to Ethical Leadership on-demand course

3. Competency Framework Overview

The ELP™ competency model integrates a domain-task-enabler structure inspired by professional certification frameworks. It focuses on Knowledge, Skills, and Behaviors (KSBs) required to understand and apply ethical leadership principles within teams and collaborative professional environments.

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

Domain I – Ethical Leadership Foundations

Tasks

- Understand core principles of ethical leadership
- Recognize ethical dilemmas in professional contexts
- Apply structured ethical reasoning approaches

Enablers

- Awareness of ethical principles and professional responsibility
- Communication and dialogue facilitation
- Reflection on leadership behavior and its impact

Knowledge, Skills, and Behaviors

- Knowledge: Ethical leadership concepts and the ELA framework
- Skills: Ethical reasoning, dialogue, and reflection
- Behaviors: Integrity, respect, transparency

Domain II – Building and Sustaining Trust

Tasks

- Promote transparency and responsible communication
- Encourage psychological safety in teams
- Demonstrate accountability and fairness in interactions

Enablers

- Awareness of ethical principles and professional responsibility
- Communication and dialogue facilitation
- Reflection on leadership behavior and its impact

Knowledge, Skills, and Behaviors

- Knowledge: Ethical leadership concepts and the ELA framework
- Skills: Ethical reasoning, dialogue, and reflection
- Behaviors: Integrity, respect, transparency

Domain III – Ethical Leadership in Practice

Tasks

- Apply ethical leadership principles in everyday work situations
- Influence team behavior through integrity and example

- Manage collaboration and decision making responsibly

Enablers

- Awareness of ethical principles and professional responsibility
- Communication and dialogue facilitation
- Reflection on leadership behavior and its impact

Knowledge, Skills, and Behaviors

- Knowledge: Ethical leadership concepts and the ELA framework
- Skills: Ethical reasoning, dialogue, and reflection
- Behaviors: Integrity, respect, transparency

5. Performance Indicators

- Ethical dilemmas are analyzed using structured reasoning approaches
- Decisions demonstrate transparency and integrity
- Team members perceive fairness and accountability
- Leadership actions align with stated ethical values

6. Exam Blueprint

Domain	Exam Weight (%)	Questions
Ethical Leadership Foundations	35	12
Building and Sustaining Trust	35	12
Ethical Leadership in Practice	30	11

Total Questions: 35

7. Assessment and Maintenance Requirements

- Assessment is delivered through the N2X Labs digital certification platform
- Open response questions evaluate understanding rather than memorization
- Scenario prompts require candidates to interpret ethical leadership situations
- Responses are evaluated through structured rubrics and AI supported scoring
- Maintenance: 20 hours of ethics or leadership related learning every three years

8. Reference Frameworks

- ELA Ethical Leadership Practice Guide 1st 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