

# Curriculum Vitae

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## **Dr Anthony M Grant**

Director, Coaching Psychology Unit  
School of Psychology,  
University of Sydney  
NSW 2006  
Australia

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## **Anthony M Grant: Background Information**

Dr Anthony M Grant is a Coaching Psychologist. He holds a BA (Hons) (first class honours) in Psychology, a Masters of Arts in Behavioural Science and a PhD. The title of his PhD thesis was "Towards a psychology of coaching: The impact of coaching on meta-cognition, mental health and goal attainment" and is one of few doctoral thesis that explicitly examine Coaching Psychology. He is both a practitioner and an academic.

Anthony left school at the age of fifteen with no qualifications, completed his training as a carpenter and ran his own contracting business. Embarking on a second career in direct sales and marketing, he began tertiary studies in 1993 as a mature age student and then commencing a third career in his 30's as a coaching psychologist.

In January 2000 Anthony established the world's first Coaching Psychology Unit at the School of Psychology at Sydney University where he is the director. The unit offers post-graduate degree programs to Master's level in Applied Science (Psychology of Coaching), the Master of Organisational Coaching and the Graduate Certificate in Applied Science (Applied Positive Psychology), and Anthony was instrumental in the development and introduction of these programs.

Anthony also has considerable coaching experience at senior levels with leading Australian and global corporations in the financial, legal, media and consumer sectors.

His coaching research and practice has frequently been reported in the national and international media. He has co-written and co-edited five books on evidence-based coaching and has many coaching-related publications in the peer-reviewed and professional press. His books on coaching have been translated into eight languages, and his is widely recognised as a key pioneer of coaching psychology.

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## **Qualifications and Professional Affiliations**

PhD (Psychology), M.A., (Behavioural Science): Macquarie University, Sydney  
B.A. (Hons) in Psychology; first class honours and University Medal: Sydney University  
Member of Australian and British Psychological Societies (APS and BPS)  
VETAB Accredited Workplace Trainer (Cert VI)  
Registered Psychologist (NSW, Australia)  
Chartered Psychologist (BPS)

## **Academic and Professional Awards**

British Psychological Society Award (2007) for outstanding professional and scientific contribution to Coaching Psychology (Special Group in Coaching Psychology)  
University of Sydney (Faculty of Science) Excellence in Teaching Award 2008  
University of Sydney (Faculty of Science) Excellence in Teaching Award 2002  
O'Neil Prize in Psychology (1997)  
Dick Thomson Prize in Psychology (1997)  
Australian Psychological Society Prize (1997)  
Blanka Buring Prize (1996)  
Walter Reid Memorial Grant for academic performance (1995; 1996, 1997)

## **Current Employment**

2000 – ongoing: Director of Coaching Psychology Unit and senior lecturer, School of Psychology, University of Sydney. Responsibilities include: lecturing, directing and coordinating activities of Coaching Psychology Unit; teaching two units of study “Theories and Techniques of Coaching Psychology’ and “Fundamentals of Coaching Practice”; coordinating two Masters programs in coaching; and supervising postgraduate research students.

## **Professional Activities**

Co-editor and Editorial Board member of *International Coaching Psychology Review*  
Editorial Board member of *International Journal of Evidence-based Coaching and Mentoring*  
Editorial Board member of *Coaching: An International Journal of Theory, Research and Practice*  
Editorial Board member of *The Coaching Psychologist*  
Editorial Board member of *The Journal of Positive Psychology*  
Member Board of Directors *International Positive Psychology Association*  
Member International Advisory Board *Centre for Applied Positive Psychology*  
Member International Advisory Board *Coaching and Mentoring Program Oxford Brookes University*  
Member International Advisory Board *Coaching Psychology Unit, City University, London*  
Member NSW Government Department of Education and Training Assessment Panel (Academic Specialist in Coaching Psychology)  
Reviewer for *Social Behaviour and Personality: An International Journal*  
Reviewer for *Psychology And Psychotherapy: Theory, Research And Practice*  
Reviewer for *Academy of Management*  
Reviewer for *Journal of Positive Psychology*  
Reviewer for *Learning and Individual Differences*  
Reviewer Norton Publishers, Sage Publishers  
Founder Executive Committee member Interest Group in Coaching Psychology  
Co-ordinating editor for Australian Psychologist special edition on Coaching Psychology (2007)  
Co-director First Australian Positive Psychology and Well-being Conference (2008)

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## **Research Grants / Awards**

Australian Research Council Linkage Grant (2007 – 2010) *Developing leadership for high stress workplaces: Improving well-being, engagement, productivity and staff retention*. Total funding A\$3,500,000. Investigators: Cavanagh, M.J., Atkins, P., Grant A.M and Spence, G.B.

Human Synergistics Transformation Research Grant (2008 – 2011) *Transformational change in the workplace: 360 feedback and coaching approaches* Total funding A\$170,000. Investigators: Grant A.M. and De Fries, C.

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## **Anthony M Grant: Publications**

### **Books**

Grant, A. M., Cavanagh, M. , & Kemp, T. (2007). *Evidence-based coaching: Cross-disciplinary Perspectives* [CDROM](Vol. 2). Bowen Hills QLD: Australian Academic Press.  
Stober D, & Grant AM (2006) *Evidence-based coaching handbook* New York, Wiley  
Cavanagh, M. Grant, A. M., & Kemp, T. (2005). *Evidence-based coaching: Contributions from the Behavioral Sciences* (Vol. 1). Bowen Hills QLD: Australian Academic Press.  
Grant A.M. and Greene J. (2005) *Coach Yourself at Work* Sydney, ABC Books  
Greene, J., & Grant, A. M. (2003). *Solution-focused coaching: Managing people in a complex world*. London: Momentum Press  
Grant, A. M., & Greene, J. (2001). *Coach Yourself: Make real change in your life*. London: Momentum Press.

### **Book Chapters**

- Grant, A.M. (in press) Enhancing coaching skills and emotional intelligence through training. In *Coaching : An Icfai Guide to be an Effective Coach* Icfai University Press
- Grant, A.M. (in press) Coaching Psychology. In S.J. Lopez (Ed) *The Encyclopaedia of Positive Psychology*, Blackwell Publishing. NY
- Grant, A.M. (2007) Past, present and future: The evolution of professional coaching and coaching psychology. In Palmer, S. & Whybrow, A (Eds.) *The Handbook of Coaching Psychology*. London, Brunner-Routledge (pp.23-39)
- Cavanagh, J.M. & Grant, A.M (2006) Coaching psychology and the Scientist-practitioner model. In D. Lane & S. Corrie (Eds.) *The Modern Scientist-practitioner*. London Routledge (pp. 146-157)
- Grant, A. M. (2006). Workplace and executive coaching: A bibliography from the scholarly business literature. In D. R. Stober & A. M. Grant (Eds.), *Evidence based Coaching Handbook* (pp. 367-387). New York: Wiley.
- Grant, A. M. (2006). An integrative goal-focused approach to executive coaching. In D. Stober & A. M. Grant (Eds.), *Evidence based Coaching Handbook* (pp. 153-192). New York: Wiley.
- Grant, A. M. (2006). Solution-focused coaching. In J. Passmore (Ed.), *Excellence in coaching: The industry guide* (pp. 73-90). London: Kogan Page.
- Stober, D. R., & Grant, A. M. (2006). Toward a contextual approach to coaching models. In D. R. Stober & A. M. Grant (Eds.), *Evidence based Coaching Handbook* (pp. 355-366). New York: Wiley.
- Grant, A. M. (2005). What is evidence-based executive, workplace and life coaching? In A. M. Grant, M. Cavanagh & T. Kemp (Eds.), *Evidence-based Coaching vol:1: Theory, Research and Practice from the Behavioural Sciences* (pp. 1-12). Bowen Hills Qld: Australian Academic Press.
- Green, S., Oades, L. G., & Grant, A. M. (2005). An evaluation of a life-coaching group program: Initial findings from a waitlist control study. In M. Cavanagh, A. M. Grant & T. Kemp (Eds.), *Evidence-based Coaching vol:1: Theory, Research and Practice from the Behavioural Sciences* (pp. 127-142). Bowen Hills Qld: Australian Academic Press.
- Spence, G. B., & Grant, A. M. (2005). Individual and group life-coaching: Initial findings from a randomised, controlled trial. In M. Cavanagh, A. M. Grant & T. Kemp (Eds.), *Evidence-based Coaching vol:1: Theory, Research and Practice from the Behavioural Sciences* (pp. 143-158). Bowen Hills Qld: Australian Academic Press.
- Grant, A. M. (2004). Insights from the psychology of executive and life coaching. In D. Clutterbuck & G. Lane (Eds.), *The situational mentor* (pp. 107-117). Aldershot, UK: Gower.
- Grant, A. M., & Greene, J. (2003). Coaching yourself: When it's you that needs to change. In R. Stock (Ed.), *Get ahead; give a damn* (pp. 45-51). London: Pearson Education.

### **Reviewed Journal Articles**

- Spence, G. B., Cavanagh, M. J., & Grant, A. M. (in press). The Integration of Mindfulness Training and Health Coaching: An Exploratory Study. *Coaching: An International Journal of Research, Theory and Practice*, 1(2).
- Binstead, T., & Grant, A. M. (2008). An exploratory study of Australian executive coaches. *International Coaching Psychology Review*, 3(1), 41-54.
- Grant, A. M., & O'Hara, B. (2008). Key characteristics of the commercial Australian executive coach training industry. *International Coaching Psychology Review*, 3(1), 55-71.
- Grant, A. M. (2008). Personal life coaching for coaches-in-training enhances goal attainment and insight, and deepens learning. *Coaching: An International Journal of Research, Theory and Practice* 1(1), 47-52.
- Grant, A. M. (2008). Coaching in Australia: The view from the Ivory Tower! *Coaching: An International Journal of Research, Theory and Practice* 1(1), 29-45
- Grant, A. M. (2007). A model of goal striving and mental health for coaching populations. *International Coaching Psychology Review*, 2(3), 248-262.
- Grant, A. M., & Cavanagh, M. (2007). Evidence-based coaching: Flourishing or languishing? *Australian Psychologist*, 42(4), 239-254.
- Grant, A. M., & Cavanagh, M. (2007). The goal-focused coaching skill questionnaire: Preliminary findings. *Social Behavior and Personality: An International Journal*, 35(6), 751-760.

- Grant, A. M., & Franklin, J. (2007). The transtheoretical model and study skills. *Behaviour Change*, 24(2), 99-113.
- Grant, A. M. (2007). Enhancing coaching skills and emotional intelligence through training. *Industrial & Commercial Training*, 39(5) 257-266
- Green, S., Grant, A. M., & Rynsaardt, J. (2007). Evidence-based life coaching for senior high school students: Building hardiness and hope. *International Coaching Psychology Review*, 2(1), 24-32.
- Spence, G. B., & Grant, A. M. (2007). Professional and peer life coaching and the enhancement of goal striving and well-being: An exploratory study *Journal of Positive Psychology*, 2(3), 185-194.
- Abbott, G. N., Stening, B. W., Atkins, P. W. B., & Grant, A. M. (2006). Using evidence-based executive coaching to improve expatriate managers' acculturation and effectiveness. *Asia Pacific Journal of Human Resources*, 44(3), 295-317
- Grant, A. M., & O'Hara, B. (2006). The self-presentation of commercial Australian life coaching schools: Cause for concern? *International Coaching Psychology Review*, 1(2), 20-32.
- Grant, A. M. (2006). A personal perspective on professional coaching and the development of Coaching Psychology. *International Coaching Psychology Review*, 1(1), 12-22.
- Green, L. S., Oades, L. G., & Grant, A. M. (2006). Cognitive-behavioural, solution-focused life coaching: Enhancing goal striving, well-being and hope. *Journal of Positive Psychology*, 1(3), 142-149.
- Spence, G., Cavanagh, M., Grant, A. M. (2006). Duty of care in an unregulated industry: Initial findings on the diversity and practice of Australian coaches. *International Coaching Psychology Review*. 1(1), 71-85
- Cavanagh, M., & Grant, A. M. (2004). Executive coaching in organisations: The personal is the professional. *International Journal of Coaching in Organisations*, 2(1), 6-15.
- Grant, A. M., & Cavanagh, M. (2004). Toward a profession of coaching: Sixty five years of progress and challenges for the future. *International Journal of Evidence-based Coaching and Mentoring*, 2(1). 7-21
- Grant, A. M., & Zackon, R. (2004). Executive, workplace and life coaching: Findings from a large-scale survey of International Coach Federation Members. *International Journal of Evidence-based Coaching and Mentoring*, 2(2), 1-15.
- Grant, A. M. (2003). The impact of life coaching on goal attainment, metacognition and mental health. *Social Behavior & Personality*, 31(3), 253-264.
- Grant, A. M., J. Franklin, and Langford, P. (2002). The Self-reflection and Insight Scale: A new measure of private self-consciousness. *Social Behavior and Personality* 30(8): 821-836
- Grant, A. M. (2001). Grounded in science or based on hype? An analysis of Anthony Robbins' Neuro-Associative Conditioning. *Australian Psychologist*, 36(3) pp. 11-18
- Grant, A. M. (2001). Rethinking psychological mindedness: Meta-cognition, self-reflection and insight. *Behaviour Change*, 18(1), 8-17.
- Grant, A. M. (2000). Thirty years of academic performance-enhancing interventions with university students: Where have we been, where are we going? *Australian Educational and Developmental Psychologist*, 17(2), 7-23.
- Peat, M., Dalziel, J., & Grant, A. M. (2001). Enhancing the first year student experience by facilitating the development of peer networks through a one-day workshop. *Higher Education Research and Development*, 20(2), 199-215.
- Peat, M., Dalziel, J., & Grant, A. M. (2000). Enhancing the transition to university by facilitating social and study networks: Results of a one-day workshop. *Innovations in Education & Training International*, 37(4), 293-303.

#### **Published Peer-reviewed Conference Proceedings**

- Baker, E., Kan, M., Teo, S., Onyx, J., Grant, A.M., Zowghi, D. (2007) *Managing sustainable non-profit network organizations* Annual Conference Proceedings, Administrative Sciences Association of Canada, Ontario June 2-5, 2007; 118-128
- Abbott, G. N., & Grant, A. M. (2004). *Evidence-based executive coaching and action research: A natural fit*. Proceedings of the Second International Coach Federation Coaching Research Symposium, 22-29.

Grant, A. M. (2003). *Keeping up with the cheese! Research as a foundation for professional coaching of the future*. Proceedings of the First International Coach Federation Conference Symposium on Research and Coaching, 10-21

### **Professional Articles**

Grant, A.M. (2008) Understanding executive and workplace coaching *A Users Guide to Executive Coaching* TAFE ICVET

Grant, A.M. (2008) Wizards of Oz *Coaching at Work*, 3(3), 15.

Grant, A. M., & Cavanagh, M. J. (2007). Coaching psychology: How did we get here and where are we going? *InPsych*, June, 6-9.

Palmer, S., Grant, A. M., & O'Connell, B. (2007). Lost and found. *Coaching at Work*, 2(4), 22-29.

Grant, A.M. (2006) Goals, well-being and coaching *People Management* April, 46-47

Grant, A. M. (2005). A sporting chance. *HR Monthly*(Sept), 54-55.

Grant, A. M., & Cavanagh, M. (2004). Executive Coaching: Educational and Practice Issues for Psychologists. *The Organisational Psychologist*, 1, (1), 5-10.

Grant, A. M. (2004). Effective coaching. *Executive Excellence*, 21(1), 20.

Grant, A.M. (2004). Pioneering a profession. *Dynamic Coaching*, Feb./Mar. (1), 48.

### **Conference Papers and Posters**

Grant, A.M (2008) Coaching as an Applied Positive Psychology, invited keynote paper *Harvard University Coaching and Positive Psychology Conference*, Harvard, Cambridge MA August, 2008

Green S., and Grant, A.M. (2008) *Workplace coaching for teachers: Enhancing goal striving and well-being* Fourth European Positive Psychology Conference, Croatia, July 2008

Grant A.M. (2007) *Coaching: Science or pseudoscience: Languishing or flourishing?* Keynote paper, British Psychological Society Coaching Psychology Conference, City University, London, Dec 2007

Grant A.M. (2006) *Coaching psychology: New direction or business as usual?* AACBT Conference Sydney, Oct 2006

Grant A.M. (2006) *An Integrative goal-focused model of coaching* CIPD Human Resources Development Conference, London UK, April 2006

Grant, A. M. (2005). *Is PLOC smarter than SMART? An integrative model of goal-focused coaching*. Third International Coach Federation Australasia Conference, Brisbane, Australia.

Grant, A. M. (2005). *Cross-disciplinary approaches to coaching: Can we really learn from each other?* Paper presented at the Second Australian Conference on Evidenced-based Coaching, University of Sydney, Australia.

Grant, A.M (2004) *The development of coaching psychology* Keynote paper, British Psychological Society Coaching Psychology Conference, City University, London, Dec 2004

Grant, A. M. (2004). *Leadership development and transitions: The potential and pitfalls of executive coaching*. Keynote paper presented at the Fourth HR Summit, Gold Coast, Qld, Australia, March

Grant, A. M. (2003). *Evidence-based executive coaching: Key issues and contemporary challenges*. Paper presented at the First Australian Conference on Evidenced-based Coaching,, University of Sydney, Australia.

Grant, A. M. (2003). *Evidence-based executive coaching: What, how and why?* Paper presented at the First Australian Conference on Evidenced-based Coaching, University of Sydney, Australia.

Grant, A. M. (2003). *Rising to the challenge of executive coaching*. Paper presented at the International Coach Federation Conference, Sydney, Australia.

Grant, A. M. (2003). *Solution-focused leadership*. Paper presented to the Australian Rural Leadership Foundation, Sydney, April.

Spence, G.B. & Grant, A.M. (2003). *Survey of Australian Life Coaches and Executive Coaches*. Poster presented at The International Coach Federation Conference, Sydney, Australia, August 2003.

Spence, G.B. & Grant, A.M. (2003). *Individual and Group Life Coaching – Findings from a randomised, controlled trial*. Paper presented at the First Australian Evidenced-Based Coaching Conference in Sydney, Australia, July 2003.

- Green, S., Spence, G.B., Oades, L.G. & Grant, A.M. (2003). *Life Coaching and Counseling: Mental health concerns & implications for practice*. Poster presented at the First Australian Evidenced-Based Coaching Conference in Sydney, Australia, July 2003
- Green, L.S., Oades, L.G. & Grant, A.M. (2003). *An Evaluation of a Life Coaching Group Program: A Wait-list Control Study*. Poster presented at The Second International Positive Psychology Summit, October, Washington DC, USA.
- Green, L.S., Oades, L.G. & Grant, A.M. (2003). *An Evaluation of a Life Coaching Group Program*. Poster presented at The International Coach Federation Annual Conference, November, Denver, Colorado, USA.
- Grant, A. M. (2002). *Putting It All In Perspective: The Underpinning Frameworks Of Coaching*. Coachfest Conference, Sydney, November
- Grant, A. M. (2002). *Executive, Workplace and Life Coaching: The Need for Theory, Professionalism and Evidenced-based Practice*. The International Coaching Summit, Wolverhampton, UK. October
- Grant, A.M. (2002) *Coaching and the Stages of Change* Paper presented to the Asian Association of Career Management Practitioners, Singapore, September, 2002
- Grant, A.M. (2002) *Putting your emotions to work* Paper presented at the Leading in Australia: Emotional Wellbeing in the Workplace Conference, Canberra, Australia. August 2002
- Grant, A.M. (2002) *The Stages of Change* Paper presented at The International Coach Federation Conference, Sydney, Australia, July 2002
- Grant, A.M. (2002) *Executive coaching: Issues for HR Managers* Paper presented at The Australian HRM 2002 Summit, Gold Coast, Queensland, Australia
- Grant, A. M. (2001). *Coaching for enhanced performance. Comparing cognitive and behavioural coaching approaches*. Paper presented at the 3rd Spearman Conference, Sydney, Australia.
- Grant A. M. (2001). *Towards a psychology of coaching and mentoring*. Paper presented at the Fourth Annual Oxford School of Coaching and Mentoring Conference, Heythrop Park, Oxford, UK.
- Grant, A.M. (2001) *Executive coaching: An essential management tool* Paper presented at The Australian CEO 2001 Summit, Gold Coast, Queensland, Australia
- Grant, A. M. (2000). *Coach training comes of age: Training initiatives from the Coaching Psychology Unit at the University of Sydney*. Paper presented at the 9th Annual Vocational Education and Training Research Conference, Coffs Harbour, NSW, Australia.
- Grant, A. M. (2000). *Using coaching psychology in the workplace: "Doing" skills are not enough*. Paper presented at the 9th Annual Vocational Education and Training Research Conference, Coffs Harbour, NSW, Australia.
- Grant, A. M., Dalziel, J., & Peat, M. (2000). *Current Initiatives in enhancing the first year experience within the faculty of science at the University of Sydney*. Paper presented at the Australian Psychological Society Conference, Canberra.
- Grant, A. M. (1999). *Enhancing academic performance and mental health in underachieving university students: Comparing behaviourally-focused and cognitively-focused self-regulated learning interventions*. Poster session presented at the 1999 Australian Psychological Society Annual Conference.
- Grant, A. M. (1999). *Enhancing performance through coaching: The promise of CBT*. Paper presented at the First State Conference of the Australian Association of Cognitive Behaviour Therapy (NSW).
- Grant, A. M., & Job, R. F. S. (1998). *Defensive denial as a source of unrealistic optimism?* Poster session presented at the 1998 Australian Psychological Society Annual Conference
- Grant, A. M. (1998). *The effect of self-regulation coaching on underachieving university students' study strategies, psychopathology, self-concept and academic performance*. Paper presented at the APS College of Educational and Developmental Psychology Conference, University of Technology, Sydney, Australia.
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