

H7CORG: Coaching in Organisations

Module Code:	H7CORG
Long Title	Coaching in Organisations APPROVED
Title	Coaching in Organisations
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
Module Coordinator:	EDITH RACHEL DOHERTY
Module Author:	Isabela Da Silva
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Appraise the nature, purpose, and benefits of coaching in organisations.
LO2	Demonstrate key dimensions of the coaching relationship in context.
LO3	Analyse different coaching models.
LO4	Apply different coaching tools
LO5	Develop an understanding of coaching competencies and development pathways.
LO6	Demonstrate core coaching skills and engage in reflective practice.
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements.

H7CORG: Coaching in Organisations

Module Content & Assessment	
Indicative Content	
Mapping the Coaching Landscape Differentiating coaching from mentoring, consulting, training, and counselling. Understanding how coaching adds value in the context of performance, professional development, leadership, career progression, transitions, team effectiveness, executive thought partnership, and wellbeing.	
Understanding the Coaching Relationship Identifying key dimensions of the coaching relationship Exploring enablers and constraints. Considering dynamics of internal, external, manager-coach, peer-coach, and coach-sponsor relationships. Discussing premise of psychological safety, confidentiality, ethics.	
Introducing Coaching Process and Models Evaluating stages in creating a coaching culture in organisations. Understand how to evaluate individual and organisational readiness. Introducing coaching models: GROW, CLEAR, STEPPA. Discussing case studies and application.	
Exploring Coaching Process and Models Explaining team based coaching 5C framework. Discussing Solution Focused-Cognitive Behavioural and Narrative Coaching. Exploring Strengths-Based Coaching and links to Positive Psychology. Integrating insights from Neuroscience.	
Coaching Tools in Organisational Contexts Goal setting Transitions Developing leadership capability Performance and coaching sources of interference Peak Performance and enabling conditions for flow Resilience & wellbeing	
Coaching Skills – Supporting Process Introducing coaching competencies and professional pathways Understanding Big 'C' and small 'c' contracting Clarifying priorities and level of commitment Identifying learning and development goals. Effective closing	
Coaching Skills – Supporting Growth Presence Listening Questions Enabling Action	
Coaching Practice Applied learning through triad work: Coach-Coachee-Observer Integrating reflective practice, insights, and areas for development	
Assessment Breakdown	%
Coursework	50.00%
End of Module Assessment	50.00%
Assessments	
Full Time	
Coursework	
Assessment Type:	Practical
Assessment Date:	n/a
Non-Marked:	No
Assessment Description:	A practical assessment at the end of the module will evaluate learning outcomes 2, 4, and 6. Learners will be expected to demonstrate core coaching skills and apply the GROW model in an observed peer coaching session. Feedback will be provided verbally, and a written feedback sheet will be completed for each learner recognising areas of strength and opportunities for future development. One repeat practical assessment will be allowed.
Assessment Type:	Written Project
Assessment Date:	n/a
Non-Marked:	No
Assessment Description:	Learners will complete a written exercise discussing the potential for coaching to add value in their organisation or an organisation of their choice. This assignment will evaluate learning outcomes 1, 3 and 5. They will consider organisational context, chosen cohort, coaching intervention, model, tools, required coaching capability, enabling factors and constraints. Learners will be expected to show evidence of reading and using sources to support their discussion and rationale for their chosen coaching intervention. Word count for written assignment is 1200 words.
No End of Module Assessment	
No Workplace Assessment	
Reassessment Requirement	
Coursework Only <i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>	
Reassessment Description Repeat Assessment is re-submission of written assignment. One re-submission attempt allowed.	

H7CORG: Coaching in Organisations

Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Classroom and demonstrations	35	Per Semester	2.92
Independent Learning	Independent learning	215	Per Semester	17.92
Total Weekly Contact Hours				2.92

Module Resources	
<i>Recommended Book Resources</i>	
<p>Kimsey-House, H., Kimsey-House, K., Sandahl, P., Whitworth, L. (2018), <i>Co-Active Coaching: The proven framework for transformative conversations at work and in life</i>, 4th. Aladdin, NYC.</p> <p>Starr, J. (2021), <i>The Coaching Manual: The Definitive Guide to the Process, Principles, and Skills of Personal Coaching</i>, Pearson Business, London.</p>	
<i>Supplementary Book Resources</i>	
<p>Whitmore, J. (2010), <i>Coaching for Performance: The Principles and Practice of Coaching and Leadership</i>, Nicholas Brealey, London.</p> <p>Passmore, J. (2021), <i>Excellence in Coaching: Theory, Tools and Techniques to Achieve Outstanding Coaching Performance</i>, 4th. Kogan Page, London.</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[Website], www.associationforcoaching.com.</p> <p>[Website], www.coachingfederation.org.</p> <p>[Website], www.positivepsychology.com.</p> <p>[Website], www.neuroleadership.com.</p>	
Discussion Note:	