

COURSE: LEADERSHIP COACHING

Credits	3
Faculty Name	Dilip Misra
Programme	MBA 2018-20
Academic Year and Term	Term VI

1. **Course Description:** “Coaching is partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.”

It is an entry level course, this will enable you to appreciate coaching and develop skills in coaching other people within your chosen area of activity.

This course will provide an understanding of coaching as an effective tool for personal development. It will focus on coaching processes and techniques, together with the theories.

On completing the course, you will also have gained a critical awareness of ethical aspects of coaching and will be able to apply the knowledge and skills you have acquired to enhance your professional and personal capability.

2. Course objectives:

In this course, you will explore:

1. What coaching is and why it's so important.
2. The coaching skill of developing relationships with Managers & Leaders.
3. How to help Improve effectiveness of Leaders.
4. How to assess coaching to determine its effectiveness as well as determine accountability within the coaching process.
5. Benefits and application of Coaching in your life.
6. Strategies for creating a culture that values and supports Development & Growth in the organisation.

3. Tentative session Plan:

SL	TOPIC	Details to be discussed	Session*
1	Introduction to Coaching: Principles, Applications & Benefits	Broad over view about Coaching and Mentoring. What is Coaching? Principles of Coaching. Areas of coaching application and Its benefits.	1 & 2

2	Triune Brain Theory	Concept of the Triune Brain, three major regions of the Brain system and its impact on human functioning.	3
3	Coaching Model:	Discussion about coaching Model	4 & 5
4	Coaching relationship	What is coaching relationship? Establishing trust and intimacy. Establishing coaching relationship. Traits of the coaching relationship	6 & 7
5	Coaching Tools: SCALE & WHEEL	What is coaching Tool? Why coaching Tools used? Discussion about Coaching Tools like SCALE & WHEEL, its applicability in real life coaching.	8 & 9
6	Coaching Skills	Coaching Presence Establishing coaching agreement Active Listening Powerful questioning Feedback & Feed Forward	10,11,12 & 13
7	Performance Coaching Development Coaching	Coaching conversation Area of application.	14 & 15
8	Coaching Action	Designing actions Planning & Goal Setting Managing Progress	16 & 17
9	Coaching Practicum	Peer coaching practice	18 & 19
10	Coaching culture	What is coaching culture Benefits of coaching culture How to implement coaching culture	20 & 21
11	Coaching ROI	How to Measure coaching Impact/Outcome Calculate Coaching ROI	22

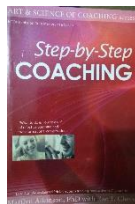
* Each session will be of 90 minutes

4. Evaluation:

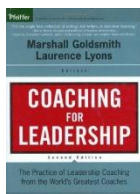
Evaluation of the course will be made through

- Written test – 40%
- Quiz - 20%
- Class Participation – 15%
- Project work/ Peer coaching – 25%

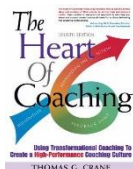
5. Suggested Books for reading:



Step-by-step coaching by Merlyne Atkinson, PhD



Coaching for Leadership by Laurence S. Lyons (Editor); Marshall Goldsmith (Editor)



The Heart of Coaching: Using Transformational Coaching to Create a High-Performance Coaching Culture
Thomas Gaylord, Lerissa Patrick

6. Course Outcome:

By the end of this course, the participants will be able to:

1. Describe the specific roles and responsibilities of coaches in order to develop and expand their own coaching skills.
2. Develop productive and trusting relationships with others in the organisation.
3. Use communication skills in order to work effectively with others.
4. Assess the effectiveness and impact of their own coaching to improve their practice as a coach and to support the continuous improvement of the organisation

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