

Liverpool John Moores University

Title: EXECUTIVE COACHING MASTER CLASS
 Status: Definitive
 Code: **7502CG** (103505)
 Version Start Date: 01-08-2011

Owning School/Faculty: Arts, Professional and Social Studies
 Teaching School/Faculty: Dublin Business School

Team	Leader
Nick Hawkins	Y

Academic Level: FHEQ7 **Credit Value:** 20.00 **Total Delivered Hours:** 200.00

Total Learning Hours: 200 **Private Study:** 0

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Online	175.000
Workshop	25.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Coursework: A group presentation of a report to the tutor and fellow participants critically reviewing executive coaching within a set case study.	25.0	
Report	AS2	Coursework: 65% produce an individual report critically analysing and synthesising executive coaching issues in an organisation of their choice. (3500 words)	65.0	
Report	AS3	Coursework: 10%. An individual reflection of the student's learning experience set in context to the module. (1,000	10.0	

Category	Short Description	Description	Weighting (%)	Exam Duration
		words)		

Aims

1. *To provide participants with an understanding of theoretical models and an insight into the importance of executive coaching, leadership, motivation, knowledge sharing and innovation.*
2. *To provide participants with the conceptual understanding, practical skills and space to reflect on their own coaching skills and capabilities.*
3. *Enable participants to identify key issues relating to their client development needs and then devise, organise and plan coaching activities and mentoring support that creates the conditions to empower these individuals to develop their own skills and capabilities and effectively lead their organisations.*
4. *Critically reflect, synthesise and evaluate reflective practice theory and its practice, expressing personal views and perspectives*

Learning Outcomes

After completing the module the student should be able to:

- 1 Review and critically discuss the importance of executive coaching, leadership, motivation and innovation and the employment of coaching and mentoring to create the conditions for performance development.
- 2 Formulate and critically evaluate an individual's leadership capabilities in context to changing organisational needs and present conclusions and recommendations as to the most practical and appropriate methods that could be employed to develop their capabilities.
- 3 Produce a report critically analysing an individual's current and future learning and development needs with supporting self development action plan and timetable for further self-development activities.
- 4 Critically reflect on the aspects of their learning and development, the process and outcomes.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

CW	1	2	3
CW	1	2	3
CW	1	4	

Outline Syllabus

1. *Contemporary issues and theories in leadership, motivation & self development*
2. *Contemporary issues and theories in executive coaching and mentoring*
3. *Knowledge transfer and sharing*
4. *Critical review and evaluation of leadership models in a contemporary context.*
5. *Critical consideration of a range of psychometric tools and techniques.*
6. *Analysis and Reflection*
7. *Culture and management styles*
8. *Negotiation skills*
9. *Stress Management*
10. *Application and Reflexivity*
11. *Independent and autonomous Learning*

Learning Activities

Lectures, group work, case studies, self-completion exercises and questionnaires, role playing exercises, problem solving exercises and group presentations coupled with action learning sets.

References

Course Material	Book
Author	Howard Morgan et al
Publishing Year	2005
Title	The Art and Practice of Leadership Coaching
Subtitle	50 Top Executive Coaches Reveal Their Secrets
Edition	
Publisher	John Wiley & Sons
ISBN	

Course Material	Book
Author	Barbour, R., Kitzinger, J.

Publishing Year	1999
Title	Developing focus group research
Subtitle	politics, theory and practice
Edition	
Publisher	Sage
ISBN	

Course Material	Book
Author	Boud, D.
Publishing Year	1997
Title	The Challenge of Problem Based Learning
Subtitle	
Edition	
Publisher	Kogan Page
ISBN	

Course Material	Book
Author	Bruce, R., Wyman, S.
Publishing Year	1998
Title	Changing Organisations
Subtitle	practising action training and research
Edition	
Publisher	Sage
ISBN	

Course Material	Book
Author	Denscombe, M.
Publishing Year	1998
Title	The Good Research Guide
Subtitle	
Edition	
Publisher	Open University Press
ISBN	

Course Material	Book
Author	Francis & Woodcock
Publishing Year	1998
Title	The new unblocked manager
Subtitle	
Edition	
Publisher	Gower
ISBN	

Course Material	Book
Author	McLeod
Publishing Year	2003
Title	Performance Coaching

Subtitle	The Handbook for Managers, HR Professionals and Coaches
Edition	
Publisher	Crown House Publishing
ISBN	

Course Material	Book
Author	McKenzie, G.
Publishing Year	1997
Title	Understanding social research
Subtitle	perspectives on methodology and practice
Edition	
Publisher	Falmer
ISBN	

Notes

The module has been designed to provide each participant with the understanding of how to critically reflect on existing skills, knowledge and expertise in executive coaching and develop personal action plans to develop their competence in the skills and processes of coaching to support others.