



Module Specification

Coaching in Organisations Theory and Practice

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Part 1: Information

Module title: Coaching in Organisations Theory and Practice

Module code: UMODS7-15-3

Level: Level 6

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: Villa College

Field: Organisation Studies

Module type: Module

Pre-requisites: None

Excluded combinations: Coaching in Organisations 2023-24

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Not applicable

Features: Not applicable

Educational aims: This module is designed to both expand the knowledge and understanding of the topic of coaching and the underpinning research and literature plus introduce the students to related skills and professional standards, the assessment strategy is designed to support and reflect this.

Outline syllabus: You will cover:

1. Introduction to Coaching in organisations
2. Exploration of support mechanisms available in organisations and link to organisational culture, development of coaching cultures and power
3. The line manager as coach
4. Effective coaching characteristics
5. Ethical Standards in coaching practice
6. Nature and role of coaching compared to other support mechanisms
7. Learning theories, learning styles and relevance to coaching
8. Nature of power and impact on coaching cultures and interactions
9. Feedback skills and its relevance to coaching
10. Diagnostic tools and techniques
11. Reflective practice

Part 3: Teaching and learning methods

Teaching and learning methods: Teaching and learning approaches will be student-centred, with an emphasis on practice-led methods within workshops and critical reflection on coaching practice. Students will develop coaching skills and an understanding of the complexities of coaching practice through structured practice based exercises and peer-to-peer coaching sessions.

Workshops will provide opportunities for students to develop skills for critical reflection on the theory and practice of coaching in organisations.

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Explore the nature, purpose and role of coaching in an

MO2 Evaluate the characteristics of effective coaching with reference to literature.

MO3 Identify the place of coaching contemporary management and organisational issues.

MO4 Critically analyse the role of coaching in organisations with reference to relevant theories.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/lists/CFE11B43-7320-871F-83F4-14DF85B6CF3C.html) via the following link <https://uwe.rl.talis.com/lists/CFE11B43-7320-871F-83F4-14DF85B6CF3C.html>

Part 4: Assessment

Assessment strategy: The summative assessment is designed to provide an opportunity to reflect critically on coaching in organisations, its relevance and its implications for practice. Students will complete an individual written coursework of max 3,000 words, addressing practice and linked to theory and research, including a 1,000 word personal critical reflection. This is supported within the delivery by formative practice and activities to develop thinking and approaches to coaching, alongside formative feedback. Utilising a personal focused critical and reflective piece within the summative assessment fits the need to minimise opportunities for plagiarism and aims to ensure students own original work is submitted.

Assessment tasks:

Written Assignment (First Sit)

Description: Written coursework including personal reflection (3000 words)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Written Assignment (Resit)

Description: Written coursework including personal reflection (3000 words)

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Human Resource Management [Sep][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [May][FT][Villa][3yrs] BA (Hons) 2021-22

Business and Human Resource Management [Jan][FT][Villa][3yrs] BA (Hons) 2021-22