MODULE SPECIFICATION

Part 1: Information			
Module Title	Coaching in Organisations Theory and Practice		
Module Code	UMODS7-15-3	Level	3
For implementation from	Sept 2019		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	FBL	Field	Organisation Studies
Department	BBS: Business and Management		
Contributes towards	BA Hons Business with HRM (Villa College only)		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	UMOD6G-15-3 Coaching in Organisations		
Co- requisites	none		
Module Entry requirements	none		

Part 2: Description
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. 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: Assessment
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.

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.

Identify final timetabled piece of assessment (component and element)	**Component A**		

		A:	**B:**
% weighting between components A and B (Standard modules only)		**100%**	**0**

First Sit

Component A (controlled conditions) **Description of each element**	**Element weighting (as % of component)**
1. Written coursework including personal reflection (3000 words)	*100%*
Component B **Description of each element**	**Element weighting (as % of component)**
1. n/a	

Resit (further attendance at taught classes is not required)

Component A (controlled conditions) **Description of each element**	**Element weighting (as % of component)**
1. Written coursework including personal reflection (3000 words)	100%
Component B **Description of each element**	**Element weighting (as % of component)**
1. n/a	

Part 4: Learning Outcomes & KIS Data

Learning Outcomes	On successful completion of this module students will be able to: • Explore the nature, purpose and role of coaching in an organisational context with reference to relevant literature. • Evaluate the characteristics of effective coaching with reference to literature. • Identify the place of coaching contemporary management and organisational issues • Critically analyse the role of coaching in organisations with reference to relevant theories. All outcomes are assessed in component A.

Key Information Sets Information (KIS)	**Key Information Set - Module data**					
	Number of credits for this module			15		
	Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	
Contact Hours	150	36	114	0	150	✅

2

Total Assessment	The table below indicates as a percentage the total assessment of the module which constitutes a;
	Written Exam: Unseen or open book written exam **Coursework**: Written assignment or essay, report, dissertation, portfolio, project or in class test **Practical Exam**: Oral Assessment and/or presentation, practical skills assessment, practical exam (i.e. an exam determining mastery of a technique)

Total assessment of the module:		
Written exam assessment percentage	0%
Coursework assessment percentage	100%
Practical exam assessment percentage	0%
	100%

Reading List	*Reading list link* https://uwe.rl.talis.com/lists/CFE11B43-7320-871F-83F4-14DF85B6CF3C.html

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First Approval Date (and panel type)	ASQC Chair's Action – 27th September 2019			
Revision ASQC Approval Date		Version	1	*Link to RIA*