



## **Module Specification**

### **Executive Coaching**

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## Part 1: Information

**Module title:** Executive Coaching

**Module code:** UMOCYH-15-M

**Level:** Level 7

**For implementation from:** 2024-25

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**College:** College of Business and Law

**School:** CBL Bristol Business School

**Partner institutions:** None

**Field:** Organisation Studies

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body requirements:** None

## Part 2: Description

**Overview:** Increasingly there is a growing awareness that coaching is important in the role of professional and managerial roles, which include responsibility for the support and development of others. This module will benefit those who wish to develop their understanding of and skills in coaching.

**Features:** Not applicable

**Educational aims:** The module will provide students with opportunities to develop an understanding of theoretical models, skills and frameworks to underpin coaching practice.

**Outline syllabus:** Theories and models of coaching

Processes and skills

Power, diversity and ethics in coaching relationships

Reflective learning and approaches to continuous self development

Awareness and understanding of the coaching and leadership development literature

### **Part 3: Teaching and learning methods**

**Teaching and learning methods:** The approach to teaching and learning is primarily student centered engaging students in practical exercises, personal study, and critical reflection upon the relationship between theory and experience. Various delivery methods will be adopted (e.g. block release, weekly sessions) depending upon the contract of the programme (e.g. open programme, executive programme). Readings and theoretical inputs provide students with knowledge and awareness of current thinking on coaching. The assessment is designed to provide an opportunity to reflect on learning about coaching, together with critical reflection upon the relationship between theory and practice.

Students will be directed towards the BBL study skills website at <http://www.uwe.ac.uk/bbs/studyskills/index.html> as appropriate by the set adviser who will also advise on the information and time management skills required to complete the module successfully as the learning set develops.

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

**MO1** Develop a critical understanding of the theory and practice of coaching and its relevance for a range of professional and managerial roles

**MO2** Demonstrate awareness, knowledge and understanding of theories and models that inform practice

**MO3** Develop a critical appreciation of issues of power, diversity and ethics within the coaching relationship

**MO4** Develop insights into effective behaviours through processes of inquiry and reflection

**MO5** Critically reflect on their practice and acquire improved coaching skills

**MO6** Develop a critical understanding of the role of coaching in developing leadership capability

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 0

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umocyh-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umocyh-15-m.html>

## **Part 4: Assessment**

**Assessment strategy:** Summative assessment will require the student to work with others to draw upon personal experiences of coaching and develop a critical self-reflection of style, skills and attributes. This will include giving attention to issues of power, diversity and ethics within the coaching relationship. It will also include a critical analysis of one or more contemporary theories of coaching.

Task 1 : 25% : A learning log (2,000 words)

Task 2 : 75%: Critical Reflection (3,000 words)

Formative assessment will be carried out throughout the module by setting regular tasks for students that will assess their grasp of the material covered. Tasks will be reviewed as part of the sessions.

**Assessment tasks:****Written Assignment (First Sit)**

Description: Learning Log of coaching practice (2000 words)

Weighting: 25 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

**Written Assignment (First Sit)**

Description: Critical reflection on coaching practice (3000 words)

Weighting: 75 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

**Written Assignment (Resit)**

Description: Learning Log of coaching practice (2000 words)

Weighting: 25 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

**Written Assignment (Resit)**

Description: Critical reflection on coaching practice (3000 words)

Weighting: 75 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6

## **Part 5: Contributes towards**

This module contributes towards the following programmes of study: