



## **Module Specification**

### **Coaching and Development**

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## Part 1: Information

**Module title:** Coaching and Development

**Module code:** USPJS8-15-M

**Level:** Level 7

**For implementation from:** 2025-26

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**College:** College of Health, Science & Society

**School:** CHSS School of Social Sciences

**Partner institutions:** None

**Field:**

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** Yes

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

## Part 2: Description

**Overview:** The module will provide students with opportunities to develop an understanding of theoretical models, skills and frameworks to underpin coaching and development practice in the organisational context.

**Features:** This module is run as part of the Business and Organisational Psychology MSc. It can alternatively be run as a standalone CPD module. It is designed for blended learning delivery.

**Educational aims:** This module focuses on the theory and practice of coaching and development in the work context, building on key principles such as training cycle and coaching-based leadership and work cultures. Unique training design features and coaching approaches will be introduced and the content will also contribute to development of feedback and coaching skills of students.

**Outline syllabus:** This module will typically include the following content:

Underlying issues in coaching and development

Training Cycle & Transfer

Coaching and mentoring: Approaches and impact

Basic tools and techniques of coaching

Executive coaching and leadership via coaching

Providing feedback for development

Team training and coaching

Coaching culture

Organisational systems: Appraisal, talent management and succession planning

Organisational learning vs learning organisation

Sustainable training and development

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

**Teaching and learning methods:** The module includes scheduled timetabled sessions, engagement in further reading and group based discussions as well as independent study.

Scheduled learning: includes online lectures, and core reading. There will also be face to face workshops and scheduled group discussions.

Independent learning: includes hours engaged with additional reading and discussions as well as assignment preparation and completion.

Virtual Learning: This module will be supported by online learning environments,

such as Blackboard and Teams, where a wide range of course materials will be available. Students will be expected to access and engage with these materials throughout the module.

Students will typically have scheduled online sessions, supported by additional group-based discussions and self-directed study. In addition, they will have face to face workshops to engage in activities to support the online sessions and additional study.

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

**MO1** Demonstrate a critical understanding of theory and practice of coaching and development in organisations

**MO2** Critically evaluate the training cycle of needs, with specific focus on transfer of training

**MO3** Appreciate the organisational and social factors effecting the design, delivery and impact of coaching and development activities

**MO4** Develop feedback and coaching skills to help aid individual development

**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 via the following link <https://rl.talis.com/3/uwe/lists/7ED90265-07D6-816F-A1DA-27E658B22013.html?lang=en-GB&login=1>

## Part 4: Assessment

**Assessment strategy:** The summative assessment consists of a practical skills-based task, typically focused around design and delivery of training programmes or coaching-based feedback in organisational context with the aim of continuous development of employees. There will also be opportunity for formative assessment during module workshops and group discussions.

For the assessment students will be provided with a detailed report reflecting performance appraisal results of employee(s) in a unique organisational context. They will be asked to submit a portfolio with several components (e.g., a recorded feedback session for one employee, developing a detailed organisational intervention programme presentation / report based on organisational needs for employee development, and a reflection on the design or delivery process).

The resit will be the same as the main assessment.

In addition to the summative assessment, there will also be opportunity to receive formative feedback on group discussions and presentations during face-to-face sessions and online discussions.

**Assessment tasks:**

**Portfolio (First Sit)**

Description: The assessment consists of a practical skills-based task, typically focused around design and delivery of training programmes or coaching-based feedback in organisational context with the aim of continuous development of employees.

For the assessment students will be provided with a detailed report reflecting performance appraisal results of employee(s) in a unique organisational context. They will be asked to submit a portfolio with several components (e.g., a recorded feedback session for one employee, developing a detailed organisational intervention programme presentation / report based on organisational needs for employee development, and a reflection on the design or delivery process).

The resit will be the same as the main assessment.

In addition to the summative assessment, there will also be opportunity to receive formative feedback on group discussions and presentations during face-to-face sessions and online discussions.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

### **Portfolio (Resit)**

Description: The assessment consists of a practical skills-based task, typically focused around design and delivery of training programmes or coaching-based feedback in organisational context with the aim of continuous development of employees.

For the assessment students will be provided with a detailed report reflecting performance appraisal results of employee(s) in a unique organisational context. They will be asked to submit a portfolio with several components (e.g., a recorded feedback session for one employee, developing a detailed organisational intervention programme presentation / report based on organisational needs for employee development, and a reflection on the design or delivery process).

The resit will be the same as the main assessment.

In addition to the summative assessment, there will also be opportunity to receive formative feedback on group discussions and presentations during face-to-face sessions and online discussions.

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 Organisational Psychology [Frenchay] MSc 2025-26

Business and Organisational Psychology [Frenchay] MSc 2025-26