



Module Specification

Coaching in Organisations

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Part 1: Information

Module title: Coaching in Organisations

Module code: UMOD6G-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: 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: Not applicable

Features: Not applicable

Educational aims: See learning outcomes

Outline syllabus: Introduction to coaching in organisations

Exploration of support mechanisms available in organisations and link to organisational culture, development of coaching cultures and power

The line manager as coach

Effective coaching characteristics

Ethical standards in coaching practice

Nature and role of coaching compared to other support mechanisms

Learning theories, learning styles and relevance to coaching

Nature of power and impact on coaching cultures and interactions

Feedback skills and its relevance to coaching

Assessment tools and techniques

Reflective practice

Part 3: Teaching and learning methods

Teaching and learning methods: Teaching and learning approaches will be student-centred, with an emphasis on experiential methods and critical reflection. Students will develop skills and understanding through working with case studies, a number of structured experiential exercises, including role play and peer coaching sessions. Workshops will provide opportunities for students to develop skills for critical reflection on their experience of learning on the module, and for students to study and develop their own research into current coaching thinking, research, issues and topics.

The module is delivered on the basis of 3 hours of scheduled student contact per week, which is a combination of lectures, workshops and opportunities to practice coaching by acting as coaches to other students. This process is supported by scheduled coaching sessions with staff.

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 organisational context with reference to relevant literature

MO2 Evaluate the characteristics of effective coaching with reference to literature

MO3 Analyse contemporary management and organisational issues and identify the place of coaching with reference to relevant theories

MO4 Plan, organise and gain feedback from coaching activities

MO5 Reflect on own coaching practice and identify future development

MO6 Communicate ideas effectively using both theory and practice to construct a coherent argument

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/modules/umod6g-15-3.html) via the following link <https://uwe.rl.talis.com/modules/umod6g-15-3.html>

Part 4: Assessment

Assessment strategy: 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 of written coursework enables students to demonstrate both their theoretical and experiential understanding of coaching reflecting on their personal journey.

This module and subsequent assessment is based on enabling the learner to develop as reflective practitioner and opportunities for formative feedback are built in to module sessions and through coaching sessions with tutors.

Assessment tasks:

Written Assignment (First Sit)

Description: written essay including personal reflection on own coaching practice

Weighting: 100 %

Final assessment: Yes

Group work: No

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

Written Assignment (Resit)

Description: written essay reflecting on coaching practice and personal development

Weighting: 100 %

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:

Business Management and Leadership [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business Management and Leadership [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business Management and Leadership {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business Management and Leadership {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2019-20

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

Business and Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

Business and Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2021-22

Business and Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2021-22

Business Studies {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2021-22

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

Business and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2020-
21

Business and Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2020-21

Business and Human Resource Management {Foundation}
[Sep][FT][Frenchay][4yrs] BA (Hons) 2020-21

Business and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons)
2019-20