



## MODULE SPECIFICATION

Part 1: Information			
Module Title	Coaching in Organisations Theory and Practice		
Module Code	UMODS7-15-3	Level	Level 6
For implementation from	2020-21		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Faculty of Business & Law	Field	Organisation Studies
Department	FBL Dept of Business & Management		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	Coaching in Organisations 2020-21		
Co- requisites	None		
Module Entry requirements	None		

Part 2: Description
<p><b>Educational Aims:</b> 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.</p> <p><b>Outline Syllabus:</b> You will cover:</p> <ol style="list-style-type: none"> <li>1. Introduction to Coaching in organisations</li> <li>2. Exploration of support mechanisms available in organisations and link to organisational culture, development of coaching cultures and power</li> <li>3. The line manager as coach</li> <li>4. Effective coaching characteristics</li> <li>5. Ethical Standards in coaching practice</li> <li>6. Nature and role of coaching compared to other support mechanisms</li> <li>7. Learning theories, learning styles and relevance to coaching</li> <li>8. Nature of power and impact on coaching cultures and interactions</li> <li>9. Feedback skills and its relevance to coaching</li> <li>10. Diagnostic tools and techniques</li> <li>11. Reflective practice</li> </ol> <p><b>Teaching and Learning Methods:</b> 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</p>

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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.

### Part 3: Assessment

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.

First Sit Components	Final Assessment	Element weighting	Description
Written Assignment - Component A	✓	100 %	Written coursework including personal reflection
Resit Components	Final Assessment	Element weighting	Description
Written Assignment - Component A	✓	100 %	Written coursework including personal reflection

### Part 4: Teaching and Learning Methods

Learning Outcomes	On successful completion of this module students will achieve the following learning outcomes:	
	<b>Module Learning Outcomes</b>	<b>Reference</b>
	Explore the nature, purpose and role of coaching in an	MO1
	Evaluate the characteristics of effective coaching with reference to literature.	MO2
	Identify the place of coaching contemporary management and organisational issues.	MO3
	Critically analyse the role of coaching in organisations with reference to relevant theories.	MO4
Contact Hours	<b>Independent Study Hours:</b>	
	Independent study/self-guided study	114
	<b>Total Independent Study Hours:</b>	114
	<b>Scheduled Learning and Teaching Hours:</b>	
	Face-to-face learning	36
	<b>Total Scheduled Learning and Teaching Hours:</b>	36

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	<b>Hours to be allocated</b>	150
	<b>Allocated Hours</b>	150
Reading List	<i>The reading list for this module can be accessed via the following link:</i> <a href="https://uwe.rl.talis.com/lists/CFE11B43-7320-871F-83F4-14DF85B6CF3C.html">https://uwe.rl.talis.com/lists/CFE11B43-7320-871F-83F4-14DF85B6CF3C.html</a>	

### **Part 5: Contributes Towards**

This module contributes towards the following programmes of study:

Business and Human Resource Management [Jan][FT][Villa][3yrs] BA (Hons) 2018-19

Business and Human Resource Management [Sep][FT][Villa][3yrs] BA (Hons) 2018-19

Business and Human Resource Management [May][FT][Villa][3yrs] BA (Hons) 2018-19