

# **COURSE OUTLINE**

**BMGT-133**

**Coaching for Performance in the Workplace**

**3 Semester Hours**

## **HOWARD COMMUNITY COLLEGE**

### **Description**

In this course the student will learn and understand the basic theory and principles of coaching for performance improvement. This theory will include the history of coaching, the practicing coach in today's workplace, and the application of psychology in business coaching. In addition, the student will begin to develop some of the skills required to coach individuals in organizations for performance improvement. After successful completion of this course, the student will have worked on co-creating a coaching relationship and communicating effectively. This course will include case studies, role-playing and journaling.

### **Overall Course Objectives**

Upon completion of this course, the student will:

1. Discuss the history of coaching and its integration into the culture and as a practice in workplaces today.
2. Apply an understanding of “manager and supervisor” as coach.
3. Define the theories and principles of coaching.
4. Apply the International Coaching Federation’s core competencies at a beginning level.
5. Apply the basic practices associated with coaching, including an enhanced set of communications skills.
6. Apply what has been learned to successfully establishing a basic coaching relationship.

### **Major Topics**

- I. What Is Coaching: general history, evolution, theory, and explanation
- II. Basic Principles and Benefits of Coaching
- III. Psychology and coaching
- IV. Coaching Core Competencies (International Coaching Federation)
  - V. Establishing a coaching culture in the workplace.
  - VI. Elements of the coaching relationship and conversation
  - VII. Coaching for performance improvement.
  - VIII. Overcoming barriers to coaching.
  - IX. The development and coaching of a team in the workplace.
  - X. Working With Ourselves: Self-development for coaches

### **Course Requirements**

**Grading/exams:** The grading guidelines will be distributed at the first class session. At least three exams and a pertinent project will be incorporated into the course grade. Use of a journal will be a strongly recommended course component.

## **Other Course Information**

Faculty and coach led presentations and discussions will be among the formats for the course. A substantial part of the application activities will involve discussion among the students and problem solving. Every effort will be made to make discussion and theory applicable to the students' personal development and professional lives.

This course serves as a Business elective.