

# **COURSE OUTLINE**

## **BMGT-134**

### **Coaching as a Tool for Effective Leadership 3 Semester Hours**

## **HOWARD COMMUNITY COLLEGE**

### **Description**

In this course the student will learn how coaching as a philosophy and a set of behaviors is impacting organizations and their leaders today. Students will be able to apply coaching behaviors to all types of leadership situations. Students will explore and analyze the relationship between leader/coach and employee/team member. Learning tools will include case studies, journaling, experiential learning and role play. (3 hours weekly)

### **Statement on General Education and Liberal Learning**

A liberal education prepares students to lead ethical, productive, and creative lives and to understand how the pursuit of lifelong learning and critical thinking fosters good citizenship. General education courses form the core of a liberal education within the higher education curriculum and provide a coherent intellectual experience for all students by introducing the fundamental concepts and methods of inquiry in the areas of mathematics, the physical and natural sciences, the social sciences, the arts and the humanities, and composition. This course is part of the general education core experience at Howard Community College.

### **Overall Course Objectives**

Upon completion of this course the student will:

1. Describe the differences between traditional management activities and the current behaviors of coaching.
2. Implement the new behaviors of transformational coaching in specific work situations.
3. Define the key elements of a coach's job description.
4. Analyze the significance of communication as the basis for effective coaching.
5. Demonstrate the ability to communicate clearly and to compensate for communication filters.
6. Describe the connection between coaching and effective leadership at any organizational level.
7. Discuss the relationship between behavioral styles and effective coaching.
8. Analyze the principles of creating a high performance culture that enables an organization to develop and sustain high performance.

### **Major Topics**

- I. The business case for coaching.
- II. The leadership coaching relationship.
- III. The transformational coaching process.
- IV. Coaching as the heart of a high performance organizational culture.
- V. Communication and coaching.
- VI. Coaching language and dialogue.
- VII. Coaching styles
- VIII. Practical applications of transformational coaching.
- IX. Self-esteem and healing in coaching and leadership.

### **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 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.