

COURSE OUTLINE

BMGT-135

Development of an Organizational Coaching Culture 3 Semester Hours

HOWARD COMMUNITY COLLEGE

Description

Coaching creates a performance focused, feedback enriched organization capable of creating and sustaining a competitive advantage. This is the business case for coaching. This course introduces the student to the principles of cultural change that lay the foundation around which a coaching culture is initiated. The student will learn what a coaching culture looks like in an organization and how to apply transformational coaching throughout an organization for the purpose of creating high performance in individuals, teams and the organization as a whole. (3 hours weekly)

Overall Course Objectives

Upon completion of this course, the student will:

1. Analyze the business case for coaching.
2. Describe the traits of a high performance culture.
3. Define and apply the practice of transformational coaching to all kinds of organizational situations.
4. Demonstrate transformational coaching as an effective leader and role model.
5. Describe and utilize coaching language.
6. Apply transformational coaching to peers, difficult employees and executives.
7. Define the competencies of a well-coached high performance team.
8. Implement the communication processes required in a high performance environment.
9. Define and apply the principles of cultural change.

Major Topics

- I. The business case for coaching in organizations today.
- II. The practice of transformational coaching.
- III. The effective leader and transformational coaching.
- IV. Coaching language and dialogue.
- V. Special coaching situations.
- VI. Transforming a team through coaching.
- VII. Competencies of a high performance team.
- VIII. Communication in a high performance environment.
- IX. Principles of cultural change.

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.