

COURSE OUTLINE

BMGT-136

Coaching Through Change and Transition

3 Semester Hours

HOWARD COMMUNITY COLLEGE

Description

In this course the student will learn how coaching functions as a powerful tool to move individuals and organizations through transition. The student will learn how the cultural changes, demanded in the business world today, drive the implementation of a coaching model. The student will be able to apply the coaching principles that underpin an organizational culture that is flexible, resilient and adaptable to change. The student will practice coaching techniques that move individuals successfully through life transitions. (3 hours weekly)

Overall Course Objectives

Upon completion of this course, the student will be able to:

1. Analyze the demand for change in business practice today.
2. Discuss fear of change and how it inhibits personal and organizational growth and development.
3. Apply coaching skills that foster flexibility and adaptability.
4. Apply both basic and advanced coaching models and practices to facilitating the change process.
5. Describe the interrelationships of change and resistance and how resistance can be appropriately managed through coaching.
6. Analyze readiness and change in business coaching with a specific focus on working with entrepreneurs.
7. Compare and contrast change strategies and create actions plans.

Major Topics

- I. The organizational call for cultural change.
- II. Fear of change and its implications.
- III. Coaching practices that promote flexibility, adaptability and resilience.
- IV. Coaching and the facilitation of organizational change initiatives.
- V. Management of resistance through coaching.
- VI. Working through change with entrepreneurs.
- VII. Change strategy.
- VIII. Creating change action plans.
- IX. Coaching individuals through life transition.

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.