INTRODUCTION

Coaching is an important skill for leaders. It has become a core competency needed for anyone that manages people. Coaching has proven to be one of the most powerful one-on-one management techniques for getting the best from employees. Coaching techniques can be used to motivate, encourage, counsel, teach, challenge, and correct or modify performance.

Leaders use coaching as a strategic tool to generate learning and growth aiming at improving the overall performance of individuals and teams.

AIMS

- Understand the concept of Coaching
- Have more structured and productive conversations
- Learn essential coaching skills
- Design and implement action plans
- Practice coaching sessions

METHODOLOGY

The methodology incorporates reflection, analysis and raises awareness of the impact of our actions. Experiential learning will take place through a practical approach with many simulations and debates. Therefore active participation of the student is essential for achieving the didactical goals.

EVALUATION

40 % Participation and attitude in the class: debates, practices, simulations.

60 % Peer-coaching. Students will be asked to coach one fellow student (final session).

Each student will hand in an evaluation of his/her own coaching skills completed by the coachee (fellow student) and the action plan of his/her coachee.

This means that students will be evaluated on their own coaching skills and the ability to evaluate a coach.
BIBLIOGRAPHY