

# PLC501 Theories of Coaching

**Level:** 5

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JULY

## **Synopsis:**

PLC501 Theories of Coaching details the core theories of coaching. These theories will be evaluated with reference to empirical research and conceptual analysis. An integrated goal-focused coaching draws on a broad band of behavioural sciences. Within this framework, primary attention will be paid to cognitive-behavioural and solution-focused theories of behaviour change and self-regulation, and their application to coaching clients. Each weekly seminar has a theoretical and an experiential learning component. The latter requires students to evaluate each week's topic in their own personal life experiences, and to participate in group discussion and coaching practice.

## **Topics:**

- The Psychology of Learning: the learning process, reflective learning
- Theories of Learning Applicable to Coaching: constructive-developmental theories, social learning theories
- Exercises in Learning
- Writing and Keeping a Reflective Log
- Tools for Developing the System of the Self - Gestalt approaches and techniques
- Gestalt Exercises
- Managing Yourself, your Cognition and Emotion: Cognitive-Behavioural Therapy (CBT)
- Practising Cognitive-Behavioural Coaching
- Techniques that are Sensitive to Self and Others' Culture: Narrative approaches
- Narrative Psychodrama and Storytelling Exercises
- Putting It All Together: Gestalt and CBT approaches - GROW model
- Theory and Practice of Solution-focused Coaching

## **Textbooks:**

: The Psychology of Coaching, Mentoring and Learning. 2nd Edition 2 Wiley  
ISBN-13: 9781118598313

: The Psychology of Coaching, Mentoring and Learning. 2nd Edition 2 Wiley  
ISBN-13: 9781118598313-AA

**Learning Outcome:**

- Discuss the contribution of learning theories to coaching.
- Demonstrate a clear understanding of different psychological approaches influencing coaching including gestalt, cognitive, behavioural, narrative and solution-focused approaches.
- Assess and evaluate these approaches in the coaching context.
- Describe the relationship between thinking patterns and behaviours.
- Analyse and review significant psychological factors in coaching, including transference and counter-transference, and working within boundaries.
- Appraise the importance of creating a safe coaching environment.
- Apply the psychological approaches to coaching through experiential practice.
- Develop a safe therapeutic coaching environment.
- Evaluate coaching skills in their personal coaching development.

**Assessment Strategies:**

<b>Continuous Assessment Component</b>	<b>Weightage (%)</b>
TUTOR-MARKED ASSIGNMENT	25
TUTOR-MARKED ASSIGNMENT	25
<b>Sub-Total</b>	<b>50</b>

<b>Examinable Component</b>	<b>Weightage (%)</b>
Written Exam	50
<b>Sub-Total</b>	<b>50</b>

**Weightage Total** **100**