



Unit 5017V1 - Coaching practice and theory

Introduction

This unit is concerned with the coaching tools and techniques coupled with the need for relationship building, in order to support organisational objectives, through coaching interventions.

You should demonstrate the application of theory, e.g. models and frameworks in the work context, as well as referencing further reading and research.

Scenario

You may use your own employment context, or that of another organisation with which you are very familiar, to base your assignment. However, in the case that they are not able to do so, please use the below scenario: -

You are responsible for developing staff development through coaching interventions; you are required to undertake research to establish the different coaching techniques which could be adopted. You also need to consider the role of relationship building and be able to establish a system for interventions to support organisational objectives.

1. Introduction

Provide a brief overview of your organisation and your role within the organisation including responsibilities or experience with using coaching practice and theory to support organisational objectives.

2. Assignment Task 1:

Explain the cycle of inputs between coach and coachee and evaluate how reflection, self-awareness, dialogue, questioning and listening techniques can be applied, including determining the use of problem solving techniques, to facilitate organisational cultural change.

Guideline word count: 800 - 850 words

A.C. 1.1 - Explain what is meant by the coaching cycle

A.C. 1.2 - Evaluate the use of reflection, self-awareness, dialogue, questioning and listening techniques within coaching activities to achieve behavioural and organisational change

A.C. 1.4 - Determine when problem-solving techniques are appropriate within coaching activities

3. Assignment Task 2:

Explain how the choice of specific coaching techniques is dependent on the unique backgrounds and requirements of each individual and demonstrate your understanding of this, by giving examples explaining how the different coaching techniques can be applied.

Guidance: 800 - 850 words

A.C. 1.3 - Explain the impact of personalities on the selection of the tools and techniques adopted with individuals

A.C. 1.5 - Explain the differing techniques needed when coaching different groups and individuals

4. Assignment Task 3:

Analyse the skills and competences necessary to build successful relationships with individuals. Explain how to establish SMART objectives and goals in the planning process. Evaluate the importance of regular reviews, and identify how to build commitment to the coaching intervention.

Guideline word count: 700 - 750 words

A.C. 2.1 - Analyse what is needed for successful coaching relationships

A.C. 2.2 - Identify how to build the commitment of the individuals to establish a partnership for effective coaching

A.C. 2.3 - Establish goals and agree action plans with individuals

A.C. 2.4 - Evaluate individuals' engagement with the programme through the coaching process

5. Assignment Task 4:

Discuss the role of coaching interventions in respect of recognised best practice models, and evaluate the congruence between those principles and the requirements of the organisation to meet its strategic objectives.

As a corollary to the above, explain how a review and evaluation system for coaching interventions, can assist in further securing the achievement of organisational objectives.

Guideline word count: 650 - 700 words

A.C. 3.1 - Discuss guidelines and protocols for interventions based on accepted coaching theory and practice

A.C. 3.2 - Develop coaching interventions against identified organisational objectives

A.C. 3.3 - Evaluate the effectiveness of the coaching interventions in achieving organisational objectives

6. Conclusion

Give a brief overview of your thoughts, reflections and overall conclusions of having worked through the module. What has worked well and what needs further development? Pick up on any comments or feedback from those around you. Conclude with a few points on how you intend to apply your learning from this unit moving forward.