



## Syllabus of Module

# 6. Coaching as a Tool to Support Change

**Lecturer: Pavel Rabenseifner, ACC**

### Module Annotation

In this module we will support students to understand coaching principles and to self-reflect. We will encourage them to develop active listening skills. We will work on the principle of DUO- trust, awareness, responsibility. Students will be introduced to the latest resources that they can continuously draw on from international coaching associations such as the ICF and EMCC. We will introduce the evolution of coaching in the global world and its steps towards the digitalization of the entire industry.

For use in management practice, we will show when we coach, mentor and when facilitation is appropriate for dialogue. Students will take away an understanding of the basic GROW coaching method. They will learn how to use the magic of questions in conversations and use visualization as an important tool for developing people. They will experience a concrete coaching demonstration and get the opportunity to practice being in the position of the coachee, coach or observer.

### Module Objective

The aim of the module is to provide students with a clear foundation and understanding of coaching for its application in a corporate and managerial environment. They will discover what they can add to their management style to enhance their role in leading people. We will encourage them to reflect on a specific example in their practice. We will introduce coaching as an effective tool for defining, applying and sustaining change in organizations.

## Literature

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