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 frominternational coaching associations such as the ICF and EMCC. We will introduce the evolutionof 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 facilitationis 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

1. ATKINSON, Marilyn a Rae T. CHOIS. *Koučink - věda i umění*. Praha: Portál, 2009. ISBN 978-80-7367-538-7.

2. CLEAR, James. *Atomové návyky: jak si budovat dobré návyky a zbavovat se těch špatných.* Přeložil Aleš DROBEK. V Brně: Jan Melvil Publishing, 2020. Žádná velká věda. ISBN 978-80-7555-097-2.

3. GALLWEY, W. Timothy, Edward S. HANZELIK a John HORTON. *Zvládněte stres metodou Inner Game!: jak se vyrovnat s nástrahami života a dosáhnout vnitřní stability*. Praha: Management Press, 2012. ISBN 978-80-7261-243-7.

4. GOLEMAN, Daniel. *Emoční inteligence*. Vyd. 2., (V nakl. Metafora 1.). Přeložil Markéta BÍLKOVÁ. V Praze: Metafora, 2011. ISBN 978-80-7359-334-6.

5. HARRIS, Thomas A. *Já jsem OK, ty jsi OK: úvod do transakční analýzy*. Přeložil Dana BURIANOVÁ. Praha: Portál, 2020. Spektrum (Portál). ISBN 978-80-262-1637-7.

6. LOGAN, David; KING, John Paul a FISCHER-WRIGHT, Halee. *Zrození kmenového vůdce*. Praha: Synergie, c2014. ISBN 978-80-7370-252-6.

7. MOHAUPTOVÁ, Eva. Týmový *koučink*. Praha: Portál, 2013. ISBN 978-80-262-0350-7

8. WHITMORE, John. *Coaching for performance: the principles and practice of coaching and leadership.* Fifth edition. London: Nicholas Brealey Publishing, 2017. ISBN 978-14-7365-812-7.

9. WHITMORE, John. *Koučování: rozvoj osobnosti a zvyšování výkonnosti: metoda transpersonálního koučování*. 3., dopl. a přeprac. vyd. Přeložil Aleš LISA. Praha: Management Press, 2014. ISBN 978-80-7261-273-4.

10. ZATLOUKAL, Leoš a Pavel VÍTEK. *Koučování zaměřené na řešení: 50 klíčů pro společné otevírání nových možností*. Praha: Portál, 2016. ISBN 978-80-262-1011-5.