

**HRM 4485 EXECUTIVE COACHING
COURSE OUTLINE
FALL 2021**

PROFESSOR: DR. SOOSAN D. LATHAM
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OFFICE HOURS: BY APPOINTMENT
CLASS TIME: THURSDAYS 11:30 A.M. – 2:30 P.M.
LOCATION: DB 0001

CLASSES BEGIN THURSDAY SEPTEMBER 16, 2021

COURSE OVERVIEW

This course provides an understanding of the theories and underlying principles as well as practical guidelines for Executive Coaching. The objective is to understand the executive coaching process, its unique challenges and goals, and its role in the HR function. Prerequisites: 1) For students in an Honours program, 78 credits including AP/ADMS 1000 3.00 and AP/HRM 2600 3.00, or 2) for other students, a grade of C+ or better in AP/HRM 2600 3.00.

COURSE OBJECTIVES

Understand core concepts of executive coaching process and stakeholders' roles Develop knowledge of multiple forms of coaching such as life, career, sports and more Gain an ability to work with tools, techniques and assessments used for coaching Identify organizational coaching policies, practices, and implications for coaches

PERFORMANCE STANDARDS

All assignments must be submitted online through our course website by the deadline listed on the class schedule. Late assignments will not be accepted and will result in a grade of zero. Examination and assignment results and the quality of participation will determine the student's final course grade. If appealed, the grade will be reviewed. However, students should be aware that grades could be lowered as well as raised or remain the same. There is no re-write or alternative arrangements for a missed mid-term exam or class assignments.

COURSE READINGS

Advancing Executive Coaching: Setting the Course for Successful Leadership Coaching: Hernez-Broome, Boyce & Kraut (available on-line).

Additional articles will be scheduled throughout the course.

STUDENT PERFORMANCE EVALUATION

Mid Term Exam 20%

The exam will be a series of essay questions and will cover the lectures and reading material from the first 5 classes.

Coaching Simulations 30%

Groups of 4-6 students will select a coaching topic and present a practical coaching simulation that engages the class. All group members must take part in design and delivery of the simulation.

In cases where contributions of group members are in question, the instructor reserves the right to adjust the individual grades accordingly.

Coaching Experience Paper 30%

Each student will be assigned the role of both a coach and a client for the duration of the course. The client will select a 'coaching' topic. Partners will work together throughout the term outside the class with some 45 minutes coaching sessions allocated to be conducted at the end of a class.

A final individually written paper is to be submitted at the end of the course describing the coaching experience both as a coach and as a client. A critical evaluation of the challenges, both as a coach and a client, must be provided with specific learning and recommendation for ways coaching and client behaviors and actions may be improved.

Participation 20%

This is a highly interactive course that merits ongoing involvement by the students. Attendance is required at all time and students are expected to remain current with their assigned readings and participate actively in all class discussions and activities.

In the case of illness (accompanied by a doctor's note) or extenuating circumstances students should notify the instructor immediately.

All final grades will be reviewed by the School of Human Resource Management. The School reserves the right to modify course grades in order to maintain high standards

