

PLC503 Coaching and Change

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JULY

Synopsis:

PLC503 Coaching and Change aims to give students an understanding of key socio-cognitive issues related to coaching and behaviour change. Different change models and methodologies are explored, focusing on cognitive and emotional responses. Particular emphasis is placed on Prochaska's Stages of Change. Resistance to change is examined, and students are invited to reflect on their internal patterns of resistance. Motivational Interviewing techniques will also be taught to mitigate such resistance.

Topics:

- Introduction to Coaching for Change
- Change Theories
- Change Models
- Prochaska's Stages of Change
- Essential Change Skills
- Motivational Interviewing
- Integrated Approach to Change Coaching
- Cross-cultural Change Coaching
- Five Roles of Change Coaching
- Ethical Considerations of Change Coaching
- Measurement and Evaluation
- Developing Change Coaching Mastery

Textbooks:

Coaching for Change (2014) Bennett, J. and Bush, M.W. Taylor & Francis
ISBN-13: 9781136496004

Learning Outcome:

- Demonstrate knowledge of change theories.
- Assess the application of change theories in the coaching process.
- Discuss the coaching role at different stages of the change process.
- Review the intrapersonal impact of change, both psychologically and emotionally.
- Analyse the coach's role within the dimensions in point (4).
- Evaluate their personal journeys travelled during the programme.
- Report their personal experiences of change.
- Employ Motivational Interviewing techniques to mitigate resistance to change.

Assessment Strategies - Regular Semester (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	PRE-CLASS QUIZ 1	7
	PRE-CLASS QUIZ 2	8
	TUTOR-MARKED ASSIGNMENT 1	35
Overall Examinable Components	Written Exam	50
Total		100

*The information listed is subject to review and change.