AKADEMIA WSB - WSB UNIVERSITY						
Management						
Coaching						
Practical						
First-cycle studies (Bachelor's Degree)						
Number of Contact Hours per Semester	1		2		3	
	I	II	III	IV	V	VI
Full-time studies (L/C/Lab/P/E)*						12h (Lecture)
Part-time studies (L/C/Lab/P/E)*						
ECTS credits						
Language of Instruction:	English					
Instructor:	Katarzyna Okońska					
Form of Classes:	Lecture					

Learning Outcome		**Description of Learning Outcomes**	Assessment method
Programme Learning Outcome	**PQF – Polish Qualifications Framework**		
Knowledge			
W1	P6U_W	Explains foundations, principles and ethics of coaching.	Graded credit (Pass with grade)
W2	P6U_W	Describes the coaching process, the GROW model, goal setting, client resources, limiting beliefs and the psychology of change.	Graded credit (Pass with grade)
Discussion			
U1	P6U_U	Conducts a basic coaching conversation using GROW.	Practice
U2	P6U_U	Uses coaching questions to identify goals and resources.	Exercises
U3	P6U_U	Applies coaching tools in practice.	Observation
U4	P6U_U	Analyses client situations ethically.	Case study

Observation			
K2	P6U_K	Shows openness to feedback and development.	Reflection
Student Workload (1 teaching hour = 45 minutes)			
Full-time Studies		**Part-time Studies**	
	Required Literature Whitmore J. (2017). Coaching for Performance. Gallwey W.T. (2015). The Inner Game of Tennis. Rogers J. (2016). Coaching Skills: A Handbook. Wilson C. (2020). Performance Coaching.		

* L – lecture, C – classes/tutorials, Lab – laboratory, P – project, E – e-learning.

Course Content

Lecture 1 – Foundations of Coaching (3h)

- History and development of coaching
- Definitions of coaching
- Coaching versus mentoring, consulting, therapy and training
- Coaching principles
- Ethics in coaching
- Coach mindset
- Benefits of coaching
- Practical reflection exercises

Lecture 2 – Structure of a Coaching Session (3h)

- Structure of a coaching session
- Session contract
- GROW Model
- SMART goals
- Effective coaching questions
- Common coaching mistakes
- Coaching practice in pairs

Lecture 3 – Goals, Resources and Beliefs (3h)

- Goal hierarchy
- Session goals
- Working with client resources
- Resource-focused coaching
- Wheel of Life
- Limiting and empowering beliefs
- Practical coaching exercises

Lecture 4 – Change and Resistance (3h)

- Psychology of change
- Stages of Change (Prochaska & DiClemente)
- Comfort Zone model
- Self-efficacy
- Resistance in coaching
- Motivational Interviewing (OARS)
- Course summary and final reflection