Course Learning Outcomes for Unit I

Upon completion of this unit, students should be able to:

1. Apply the “use of self” as an instrument for change through leadership development and coaching.
   1.1 Analyze the “use of self” in organization coaching.
   1.2 Evaluate the impact of the coaching role on the coach’s personal leadership qualities and behaviors.

10. Create a coaching plan: a detailed plan for coaching a leader in a specific organization related to the student’s chosen career field.
   10.1 Summarize Waldorf’s Academic Integrity Policy.
   10.2 Evaluate coaching competencies through self-assessment and reflection.

Reading Assignment

Chapter 1: Introduction: The Coaching Manager

Academic Integrity Policy: Read the Waldorf University Academic Integrity Policy in the 2017-2018 catalog. The policy is found on pages 44 and 45.

Click here to access a PDF of the Waldorf University 2017-2018 Catalog.

Article: Read the article below from the Business Source Complete database, available through the Waldorf Online Library. For Unit I, read only the following section: “What is Use of Self” (pp. 4-6). We will read the remaining portions of the article later in this course.


Unit Lesson

This lesson includes the Unit I video, which introduces you to coaching as a leadership development tool for organizations.

Beginning in Unit II, we will be discussing the Course Project: creating a Leadership Coaching Plan, a hypothetical plan for coaching a leader in a specific organization related to your chosen career field. Please see the information (below) about this Course Project, so—prior to Unit II—you may have a leader in mind for the subject of your project. As part of this unit’s readings, you will review Waldorf’s Academic Integrity Policy, which is complemented by the tutorials. Understanding this policy is essential for your success as you pursue a master’s degree because academic integrity promotes learning, ensures that grades are earned, and promotes ethical values and behaviors.

We hope you enjoy this course!
Unit I presentation: Introduction to Coaching: “Use of Self” to Lead Change (eight minutes)

Introduction to Coaching

Click here to access a transcript of the Unit I Lesson.

Examine the Developmental Coaching Model on page 28 of your textbook while you listen to this lesson.

Overview of Course Project

This course has a Course Project that is based upon the elements of the Developmental Coaching Model. You should identify the leader to serve as the subject of your project prior to Unit II, when you will conduct an informational interview with the leader (see below). For the Course Project, you will create a hypothetical Leadership Coaching Plan. This plan will detail your approach for coaching a leader in a specific organization that is related to your chosen career field. (This may be either your current career field or the career field you hope to enter.)

The Course Project will be developed throughout the course. For each unit, we will examine one or two components of the Developmental Coaching Model. By the end of the course, you will have completed the Leadership Coaching Plan.

Selecting a Leader for Your Course Project

For the Leadership Coaching Plan, you will choose a specific leader (i.e., a “real life” leader) to serve as a basis for your Leadership Coaching Plan. This could be a leader in your organization or the leader of another organization, as long as this leader is in a career field that matches your career interests. This is a hypothetical project. You will conduct an informational interview with this leader in Unit II, but beyond Unit II, you will not need to contact this leader as part of the project. You will not need to share your Leadership Coaching Plan with the leader.

For the Unit II assignment, you will apply the process for defining coaching success by conducting an informational interview with the leader you select as the subject for your Leadership Coaching Plan. For now, identify the leader you would like to interview, and make arrangements to meet with the leader to conduct the informational interview early in Unit II.

Suggested Reading

Database and APA Resources

Introduction to the Waldorf Online Library
http://waldorf.libguides.com/wol

Purdue OWL
https://owl.english.purdue.edu/owl/section/2/10/

Excellent APA PowerPoint
https://owl.english.purdue.edu/owl/resource/560/17/

APA Manual
It is recommended that you purchase the most current edition of the Publication Manual of the American Psychological Association, as it will be used in courses throughout your master’s degree program.