

UNIT 5017V1

Assignment Brief: Coaching practice and theory.

» INTRODUCTION

This unit is concerned with understanding coaching tools and techniques, and the development of support for coaching practice, alongside understanding the development of coaching interventions which will support the needs of the organisation.

» SCENARIO

Learners may use their own employment context, or that of another organisation with which they are very familiar, to base their assignment. However, in the case that they are not able to do so, please use the below scenario: -

You have a role as a middle manager in an organisation. This role includes a responsibility for coaching individuals and teams across the organisation. You use a range of tools and techniques in your coaching interventions to meet the differing personal styles of your coachees and to build their commitment to the process and the achievement of organisational objectives.

» TASK 1

Using examples to illustrate your answer, explain the coaching cycle. Evaluate how reflection, self-awareness, dialogue, questioning and listening techniques can be used to facilitate changes at an individual behavioural level and across the wider organisation. Determine a range of circumstances in which it might be appropriate to use problem solving techniques within a coaching scenario.

Guideline word count: 800 - 850 words

A.C. 1.1 - Explain what is meant by the coaching cycle

A.C. 1.2 - Evaluate the use of reflection, self-awareness, dialogue, questioning and listening techniques within coaching activities to achieve behavioural and organisational change

A.C. 1.4 - Determine when problem-solving techniques are appropriate within coaching activities

» TASK 2

Explain a selection of different coaching techniques, and how the use of these is dependent on the unique behaviour patterns of the individual or needs of the group in the coaching relationship. Use examples to illustrate your understanding.

Guidance: 800 - 850 words

A.C. 1.3 - Explain the impact of personalities on the selection of the tools and techniques adopted with individuals

A.C. 1.5 - Explain the differing techniques needed when coaching different groups and individuals



TASK 3

Analyse a range of factors which need to be in place to ensure that coaching relationships are successful. Explain how you would establish goals and agree action plans with coachees, and build their commitment to participating in an effective coaching partnership. Using practical examples if possible, show how you would use the coaching process to evaluate your coachees' engagement with the programme.

Guideline word count: 700 - 750 words

A.C. 2.1 - Analyse what is needed for successful coaching relationships

A.C. 2.2 - Identify how to build the commitment of the individuals to establish a partnership for effective coaching

A.C. 2.3 - Establish goals and agree action plans with individuals

A.C. 2.4 - Evaluate individuals' engagement with the programme through the coaching process



TASK 4

Take examples of recognised good practice in the field of coaching, and discuss what these are saying about the guidelines and protocols for coaching interventions.

Provide examples of coaching interventions that might be developed to assist coachees in achieving specific organisational objectives, and evaluate these for their potential effectiveness. You may use work place examples to support the demonstration of your understanding if these are available.

Guideline word count: 650 - 700 words

A.C. 3.1 - Discuss guidelines and protocols for interventions based on accepted coaching theory and practice

A.C. 3.2 - Develop coaching interventions against identified organisational objectives

A.C. 3.3 - Evaluate the effectiveness of the coaching interventions in achieving organisational objectives

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