



Nature Care College

Transformation in the Workplace

DESCRIPTION

Coaching has firmly cemented its place in the business and corporate world as a highly valued management and leadership practice, and there is a growing trend in this market for coaching that goes beyond a focus on bottom-line results.

In today's world, more and more individuals are searching for meaning, purpose and fulfilment in their working lives. Whether people are working for an organisation or are self-employed, they long for work that brings them joy and also offers the opportunity for giving back in some way.

This module is designed to introduce participants to applications of transpersonal coaching in the workplace, including personal leadership, personal and organisational values, career direction and development, interpersonal relationship development, team building and coaching, as well as the increasing recognition of emotional intelligence and spiritual intelligence.

DURATION

24 hours

LEARNING OUTCOMES

By the conclusion of the unit, students should be able to:

1. Demonstrate a recognition and understanding of the different aspects and needs of the workplace.
2. Demonstrate a recognition and understanding of systems thinking and how it plays out in the workplace as well as in human society.
3. Identify where and how the transpersonal context might transform and evolve today's workplace.
4. Reach a deeper understanding of how the transpersonal context is driving transformation in the world of work from their in-depth research and significant case studies.
5. Reflect on their personal and professional opportunities for participating in the growth, transformation and evolution of the workplace.

KEY ICF COMPETENCIES

1. Meeting Ethical Guidelines and Professional Standards
2. Establishing the Coaching Agreement
3. Establishing Trust and Intimacy with the Client
4. Coaching Presence
5. Active Listening
6. Powerful Questioning
7. Direct Communication
8. Creating Awareness
9. Designing Actions
10. Planning and Goal Setting
11. Managing Progress and Accountability

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TEACHING METHOD	Modified lectures. Student in-depth research in pairs/small groups. In-class presentation of research topics by pairs/small groups Whole class and small group activities and discussion, and individual self-reflection.				
ASSESSMENT	<table border="0"> <tr> <td>1. Research project in pairs/small groups on one aspect of transformation in the workplace Consisting of two components: In-class presentation Written report (to be handed in)</td> <td style="text-align: right; vertical-align: top;">80%</td> </tr> <tr> <td>2. Satisfactory participation in class</td> <td style="text-align: right; vertical-align: top;">20%</td> </tr> </table> <p>Results: Competent / Not Yet Competent This is in accordance with competency based guidelines.</p> <p>Each assessable component must achieve an assessment of 'competent' in order to gain an overall result of 'Competent'. No grades available.</p> <p>Note: To facilitate the return of your assignment you will need to provide a stamped addressed envelope. If no envelope is provided, assignments will be destroyed after results are recorded. Please also ensure you have a copy of your assignment before submission for your own records.</p>	1. Research project in pairs/small groups on one aspect of transformation in the workplace Consisting of two components: In-class presentation Written report (to be handed in)	80%	2. Satisfactory participation in class	20%
1. Research project in pairs/small groups on one aspect of transformation in the workplace Consisting of two components: In-class presentation Written report (to be handed in)	80%				
2. Satisfactory participation in class	20%				
ATTENDANCE	80% minimum.				
PRE-REQUISITES	Introduction to Transpersonal Psychology, Core Skills for Transformation, Coaching Presence, Transformational Coaching in Practice, Creating Awareness and Transformation, Basic Marketing for Coaches, Transpersonal Coaching in Practice, Advanced Coaching Skills and Tools, The Transpersonal Coaching Relationship.				
CO-REQUISITES	Transpersonal Coaching Integration, Building Your Coaching Speciality.				
MATERIALS REQUIRED	Notebook, pen.				
TEXTBOOKS	<p>Required: Whitworth L, Klmsey-House K, Klmsey-House H, Sandahl P (latest edition) <i>Co-Active Coaching: New Skills for Coaching People Towards Success in Work and Life</i>. Davies-Black, Mountain View, CA.</p> <p>Recommended Reading / References: Nil.</p>				

3 DAY INTENSIVE OUTLINE

DAY 1

Course outline and overview
An introduction to transformation in the workplace
The role of the transpersonal coach
An introduction to systems thinking
Transformation in career direction and development
Transpersonal career coaching
Pair/small group in-class presentations
Whole class and small group activities, discussion, and reflection

DAY 2

Transformational business owners and entrepreneurs
The role of the transpersonal coach in working with business owners and entrepreneurs
Transformation in organisational culture change
Pair/small group in-class presentations
Whole class and small group activities, discussion, and reflection

DAY 3

Transformation in leadership development
Transforming relationships in team development and business partnerships
The role of the transpersonal coach
The role of assessment and measurement systems in the workplace
Pair/small group in-class presentations
Whole class and small group activities, discussion, and reflection
Weaving the threads together

Please be respectful of your fellow students and arrive on time for classes. Please ensure all mobile phones are turned off prior to the commencement of class.