

Module Code	BMSW6007
Title	Coaching and Mentoring
Date	08/12/2021
Level	6
Credits	20
Pre-Requisites	None

AIM(S)

- To consider the skills, principles and practice of effective coaching and mentoring in an organisational context, and the benefits they bring to the workplace.

LEARNING OUTCOMES

Upon the successful completion of this module, the student should be able to:

- Critically evaluate the role of coaching and mentoring within an organisational context and the effectiveness of relevant coaching and mentoring models;
- Critically analyse the skills, behaviours, attitudes, beliefs and values of an effective coach or mentor;
- Apply strategies to effectively coach or mentor at an appropriate level.

INDICATIVE CONTENT

- Introduction to, and definitions, of coaching and mentoring.
- Differences and similarities of coaching, mentoring, and other learning interventions.
- Individual and organisational benefits of coaching and mentoring.
- The contribution of coaching and mentoring to the achievement of organisational objectives.
- Associated costs of coaching and mentoring.
- Organisational, operational and individual barriers to coaching and mentoring, and strategies to overcome them.
- Knowledge, skills and behaviours of an effective coach and/or mentor.
- Theoretical models of coaching and mentoring.

Study Time Allocation

The allocation of teaching to deliver the module is:

Activity type	Hours	Percentage
Scheduled learning	40	20%
Independent learning	160	80%
Placement learning	0	0%
TOTAL	200	100%

ASSESSMENT

Assessment Component 1 (Tick one)

☐ Written exam ☐ Coursework ☒ Practical

Mode of assessment	Volume	Weighting
Participation in in-class peer coaching exercise, supported by an individual written reflection	Participation in a 15-minute role play exercise, supported by a 2000-word individual written reflection	100%

Assessment Summary

Activity type	Percentage
Written	0%
Coursework	0%
Practical	100%
TOTAL	100%

INDICATIVE READING LIST

Module Code	BMSW6007	
Module Title	Coaching and Mentoring	
Classification	Reading List Entry	Electronic*
Essential	Parsloe, E., Leedham, M. and Newell, D. (2022). <i>Coaching and mentoring: practical techniques for developing learning and performance</i> . 4 th edn. Kogan Page Ltd: London.	☒
Essential	Turner, T., Lucas, M. and Whitaker, C. (2018). <i>Peer supervision in coaching and mentoring: a versatile guide for reflective practice</i> . Routledge: Abingdon-on-Thames	☒
Further	Cox, E., Bachkirova, T. & Clutterbuck, D., (2018). <i>The complete handbook of coaching</i> . 3 rd edn. London: Sage.	☐
Further	Clutterbuck, D. (2019). <i>Everyone needs a mentor</i> . 5 th edn. London: CIPD.	☐
Further	Dent, F. and Brent, M. (2015). <i>The leader's guide to coaching and mentoring: how to use soft skills to get hard results</i> . FT Publishing International: New Jersey, USA	
Further	Clutterbuck, D. (2020). <i>Coaching the team at work 2: The definitive guide to team coaching</i> . 4 th edn. Nicholas Brealey International: Hachette.	☐
Further	Boyatzis, R., Smith, M. and Oosten, E. (2019). <i>Helping people change coaching with compassion for lifelong learning and growth</i> . Harvard Business Review Press: Boston, MA	
Further	Connor, M., and Pokora, J. (2017). <i>Coaching and mentoring at work: developing effective practice</i> . 3 rd edn. McGraw-Hill Education: Maidenhead	☐
Further	Meggison, C. and Clutterbuck, D. (2010). <i>Further techniques for coaching and mentoring</i> . Taylor and Francis: Burlington	☐
Further	Rolfe, A. (2015). Coaching and mentoring - what is the difference? <i>Training & Development</i> , 42 (5), pp.12–13	☒
Further	Pears, R. and Shields, G. (2019). <i>Cite them right: the essential referencing guide</i> . Palgrave MacMillan: Basingstoke	☐
Further	Stone, F. (2007). <i>Coaching, Counselling & Mentoring</i> . American Management Association: New York	☐

Module Code	BMSW6007	
Module Title	Coaching and Mentoring	
Classification	Reading List Entry	Electronic*
Further	Whitworth, L., et al. (2007). <i>Co-active coaching: the proven framework for transformative conversations at work and in life</i> . 4 th edn. Aladdin: New York	☐

