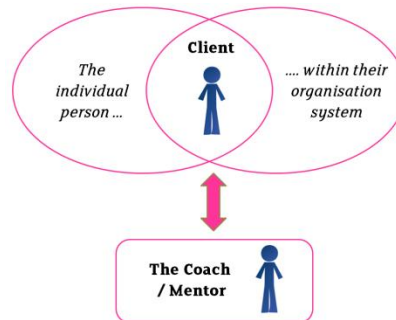


MSc and Postgraduate Certificate in Coaching & Mentoring

Where the human being meets the human organisation



The importance of Coaching and Mentoring

It is now acknowledged that coaching and mentoring, as both a professional skill and organisation intervention, have the potential to bring direct benefits to employees, organisations and their stakeholders.

Coaching and mentoring can help leaders to get the best out of their employees, improve performance, support people through transition and change and support them in times of personal challenge and resilience. They can also help to build a more positive, proactive, open and honest working culture.

Who is the programme for?

This specialist part-time course has been designed to address the needs of the following groups:

- Individuals who want to become capable, confident, professional and ethical coaches and mentors,
- HR, OD, Change and Strategic leaders, Consultants and organisation Scheme Designers seeking to introduce coaching and mentoring concepts, practices and schemes into their organisations to enable change and improve performance and
- Senior leaders and executives seeking to introduce coaching and mentoring into their leadership style.

Benefits of the programme

This course offers the following benefits:

- The Postgraduate Certificate stage is **accredited by the EMCC at Senior Practitioner level**.
- It is unique in the market in that it examines how a coach or mentor can best **work with an individual in the context of their organisational system**. We will be drawing on theories and case studies and examining individual and organisational psychology.
- We will help you **develop your own practice** as a coach or mentor. We will be examining our presence and approaches as well as more commercial matters such as business development and networking.
- It will be delivered by a team of **nationally renowned tutors** who are specialists in the field.
- We will examine emerging areas such as **team coaching** and the approaches and benefits of the main **professional bodies** to help you make the best choice for your career.
- We provide **one-to-one coaching supervision** to help you reflect on your own personal development and to help you gauge the effectiveness and ethics of your work.

Programme contents and *provisional* dates

Postgraduate Certificate stage

For the Postgraduate Certificate you will complete the induction day and the following four modules. You will also complete 90 hours of off-workshop coaching / mentoring practice.

Induction Day #1 - 11 February 2019

Coaching & Mentoring Skills: 12 - 15 Feb 2019

You will develop critical awareness, understanding and application of the skills and techniques of mentoring and coaching in a range of live settings.

Coaching & Mentoring Psychology: 9 - 12 April 2019

This module introduces you to the different schools of coaching and mentoring psychology and then examines three of the approaches in more detail; Gestalt, Psychodynamic and Transaction Analysis. You will be able to use these approaches to gain a deeper understanding into your own 'make-up' as a coach which will serve to enhance your coaching / mentoring practice.

Coaching & Mentoring: Leadership & Change: 11 - 14 Jun 2019

In this module, we examine the key leadership and change issues facing coaching and mentoring clients. We will examine how they take up 'leadership' as individuals leading their lives. We will also explore leadership and change in their work organisations and examine how they take up their leadership and authority.

Coaching & Mentoring Supervision: 17 - 20 Sep 2019

Here, you will examine how supervision concepts can shed new light on your own and others' coaching practice. In particular, you will examine coaching & mentoring from the perspective of your 'here and now' relationship with the client and also wider issues of organisational systems and culture.

Postgraduate Diploma stage

The remaining modules will need to be completed to gain the Postgraduate Diploma.

Coaching & Mentoring Scheme Design & Evaluation: 5 - 8 November 2019

In this module you will examine how to develop and evaluate coaching and mentoring schemes as an internal or external agent. Participants will need to have access to an organisation in which to design and evaluate a scheme.

Team Coaching: 21 - 24 Jan 2020

You will learn about teams and what gets in the way of their performance and you will examine how you can work with teams most effectively. The concepts and skills in this module will be of use to you as a leader of your own team as well as acting as team coach to other teams. Participants will need to have access to a team they can work with over a two-month period.

Advanced Practitioner Inquiry: 24 - 25 Mar 2020 and 17 June 2020

You will define, design and run a practitioner intervention project with a client which may be your own organisation or one where you are acting as an 'external'. You will work at your own pace, meeting with your project supervisor by mutual agreement.

MSc stage

Dissertation Workshops: 29 September 2020 and 12 - 15 January 2021

The dissertation provides an opportunity to undertake in-depth research into a topic of your own choice in the field of coaching and mentoring, supported by your research supervisor. You will work at your own pace, meeting with your research supervisor by mutual agreement.

Learning approach and assessment

As an academic programme, we will examine and critically analyse coaching and mentoring theories and concepts. In addition, we adopt coaching as a learning style on the course which, we believe, enhances learning and allows us to examine and reflect on different coaching approaches. We'll use this to offer:

- Facilitated group discussions and experiential activity.
- Feedback on your skills practice.
- Case studies and experiences from tutors.
- Supervision groups for further practice and reflection, supported by a member of the tutor team.
- One-to-one coaching / mentoring supervision support.
- One-to-one supervision for the Advanced Practitioner Inquiry module and the MSc dissertation stage.
- Membership of the Coaching & Mentoring Research Group (CMRU) which meets regularly to discuss emergent and developed research projects.
- We will also support you to develop your own network of coachees / mentees.
- We assess each module by written assignment and skills practice by observation.

Core Faculty

The core faculty comprises coaching and mentoring specialists leading on specialist topics:

- Professor David Clutterbuck - Visiting Professor at SHU, EMCC co-founder, author of over 50 books, many on coaching, mentoring and team coaching, leads a global network of mentoring experts.
- Dr Paul Stokes - Leading researcher into coaching and mentoring, independent coach and co-author of two books and several chapters on coaching and mentoring.
- Auriel Majumdar - highly experienced executive coaching and OD practitioner with a wide range of experience across many sectors, specialising in creative methods.
- Lis Merrick - Experienced international coach and mentor, considerable expertise in design and development of coaching and mentoring schemes, published several academic journal articles in mentoring, chapters on coaching and mentoring and currently involved in writing two books.
- Liz Dunphy - highly experienced educator, coach and supervisor with experience working with emotions and embodied presence.
- John MackMerish - provocative, experiential facilitator of individual, leadership and group development.
- Vincent Traynor - Experienced coach, organisation consultant and researcher. Specialist in the use of Gestalt, systems psychodynamic and creative techniques for individual and organisation improvement.

We will also be joined by guest lecturers such as independent coaches, industry leaders using coaching for performance improvement as well as other domain experts.

Costs

The indicative UK / EU student fees for 2019 are given below. Fees for international students are available on request.

- Postgraduate Certificate stage (accredited by the EMCC at Senior Practitioner level) - £5,145
- Postgraduate Diploma - £3,605
- and Dissertation stages - £3,300

This standard University rate offers excellent value for money for course delegates and their sponsors. We are up to 40% cheaper than other industry providers and, as a charity, we do not charge VAT.

Funding & Payment

Funding opportunities, loans and payment terms are available through www.shu.ac.uk/funding.

Progression scholarships for SHU graduates are also available - <https://www.shu.ac.uk/study-here/fees-and-funding/part-time-and-cpd>. We understand the course is registered with the English and Welsh student loan companies, and possibly the Northern Irish and Scottish too.

Entry requirements & Prior Learning

You normally need a good first degree or an equivalent recognised professional qualification, in a business or social science-related discipline from an approved awarding body. Alternatively, you may have developed substantial knowledge, experience and skills in a relevant field.

You can use certain prior learning qualifications to gain a 'pass' through the course, with a commensurate discount in the course fee. Examples are given below. Please contact the course leader for further information.

Certificate	'Pass' through to:
ILM Level 7 Diploma in Executive Coaching and Mentoring	Module 2 of the Postgraduate Certificate
EMCC certificate at Practitioner-level	Module 2 of the Postgraduate Certificate
Postgraduate Certificate in Coaching / Mentoring	Postgraduate Diploma stage
EMCC certificate at Senior Practitioner-level	Postgraduate Diploma stage

How to apply

Please use the University's standard application form for postgraduate courses which is available from: <https://www.shu.ac.uk/Study-here/How-to-apply/Postgraduate/Application-form> and applications should be returned to directadmissions@shu.ac.uk.

Further information and contact details

The course specifications for the Postgraduate Certificate and MSc are available at:

<https://www.shu.ac.uk/study-here/find-a-course/mscpgdippgcert-coaching-and-mentoring>

For university information contact Sheffield Business School on +44 (0) 114 225 2820 and sbs@shu.ac.uk

For course information contact the Course Leader, Vincent Traynor on +44 (0) 114 225 3298 and v.traynor@shu.ac.uk

All details on this sheet are believed to be correct at time of printing, but are subject to alteration. The University's standard terms and conditions apply to all courses. All courses have minimum numbers, and the dates and details of individual modules can be subject to change. Likewise fees may be subject to annual inflationary increases and funding schemes can be revised.