

Course Prospectus

2017–2018



UNIVERSITY OF PRETORIA

Advanced Programme in Personal and Corporate Coaching

Introduction

The *Advanced Programme in Personal and Corporate Coaching* (APPCC) saw its successful launch in 2012. It consists of four modules that can each be attended separately in its own right.

Coaching has over the last couple of decades been a global fast growing interdisciplinary profession. As a skill set it also has an extremely valuable in-house function and as such it represents a style of engagement that leaders and managers in all walks of life and organisational contexts cannot dismiss.

APPCC is a **partnership** between the University of Pretoria Enterprises, Dr. Elmo Pienaar (Telling Outcomes Pty Ltd), and the 'Centre for Contextual Ministry'.

Course Uniqueness

The uniqueness of the course is situated around several aspects:

1. An integrated approach

The APPCC course breaks down the usual dichotomies between personal and corporate space since in a postmodern era these cannot be separated. It is for this reason that the course brings into play the spiritual and value dimensions of the individual and the spiritual dimension of the organisation (note, not the religious-dogmatic dimension per se).

By choosing for 'personal coaching' (instead of 'life-') and 'corporate coaching' (instead of 'business-') we purposefully move away from the places where problem saturated descriptions such as 'life' and 'business' coaching might lead (although these are covered as 'types' of coaching). We want our coaches to be capable of, or at the very least give them a sound foundation for developing their capability for working with complexity instead of saying "I haven't been trained in that type of coaching." The art lies in knowing when this statement is one of a lack of competency or based in internal anxiety of the coach.

2. It covers an extensive range of coaching approaches, types and contexts

The course is extremely beneficial in that it emphasises the overall picture of how change happens (broad psychological approaches) and relates it to various contexts and types of coaching – the scope of which cannot be addressed by shorter courses or courses that has a singular focus in say 'performance coaching' or 'NLP coaching' or 'executive coaching' or for that matter 'narrative coaching' as such.

Please be advised that this is not a spoon feed course. We teach to fish instead of giving a fish. We go far beyond recipes. As such there is ample opportunity for participants to venture into any type of coaching in various assignments.

Again the APPCC approach, at the very least, will give coaches a good idea of what different coaching approaches entail so that they might choose wisely their further development. (Coaches as professionals should be committed to life-long learning).

Course Uniqueness (Continued)

3. Own coaching models

The APPCC course values unique life experiences, learning curves, and notable influences in personal or corporate domain. As such one of the things we do is to guide participants into the development of their own coaching models. In this we underscore a facilitative style of engagement. Developing one's own model is only possible on the foundation of the broad psychological approaches we discuss in which arguably all coaching *should* be rooted.

4. A narrative approach

The course is constructed carefully to provide a wide enough scope without compromising focus. Our focus is in a narrative approach. The University of Pretoria (interestingly through the department of practical theology) is well recognised as leaders in a narrative approach. Rest assured that this approach is relevant across all management-, social-, and humanities sciences. Without our choice for a narrative approach (not only in coaching but also learning) the development of your own model would not have really been possible. We are all born into stories from our culture, those of influential organisations, societal institutions, our family, and we also construct our own in the process. Some of these narratives provide the most profound counter forces against that which people and organisations really want for themselves. It can be argued that better performance (as an example) is not about learning a new mental technique as much as it is about developing a different story.

Course material

There are **no official handbooks** but it will be expected of students to buy a handbook of their own choosing. We will discuss the purpose this. There are **notes and articles** that the participants will receive as part of the course material. These articles and notes are dynamic as they receive ever increasing updates.

Value & Costs

Cost: Course tuition costs R32, 000 (It can be divided into two payments). Alternatively the four modules can be enrolled for separately at R9500 per module.

Value: The course is priced very well considering things like quality, amount of contact days and so on. To sum up some of the benefits:

- ✓ Strategic overview of significant coaching types and contexts to get the **big picture** which will aid you in evaluating further learning opportunities
- ✓ Training in **three coaching approaches**
- ✓ Training in the **psychological foundations** that inform different approaches
- ✓ Introduction to or brushing up on some corporate **organisational matters**
- ✓ The opportunity to venture into **cutting edge themes** in the workplace, that of spirituality, and facilitation about how this fits in with you as a person, the coaching relationship and the organisation
- ✓ **Possibility** to enrol for **postgraduate studies**
- ✓ UP ring binder, contact notes and articles
- ✓ Morning and afternoon snacks, coffee/tea, and lunch for all the contact days are included.

Course design

The course consists of **5 modules**. All modules are **contact modules/ intensives** except the 5th that is dedicated to completion of a final assignment. These contact modules allow the participants to actively engage in the participative and reflective learning experience and to take part in active coaching practice.

Assignments

There are **no exams** apart from assignment evaluations. A **module assignment** is associated with each of the modules that participants need to prepare outside of contact modules. During the contact modules there are also **in-contact assignments**. These specific in-contact assignments are not for formal evaluation purposes although they serve an important function toward 'recognition of prior learning' (RPL) – for those who wish to pursue certification other than the recognised status of the UP Advanced Certificate.

The 5th module's assignment involves writing either a mini-dissertation, or, if the participant is interested in enrolling for a master's degree programme*, research proposal on a relevant topic towards acceptance in a research Masters Degree programme in the department of Practical Theology (on the interface with coaching or organisations). The **mini-thesis or research proposal** is compulsory for receiving the official UP advanced course certificate. If this is not the participant's aim, then the 5th module won't apply.

Course contact weeks

Each module is also a course in its own right that can be attended separately! (Please inquire)

- Course or Module 1: **20-24 February 2017**
- Course or Module 2: **8-12 May 2017**
- Course or Module 3: **31 (Jul) - 4 August 2017**
- Course or Module 4: **30 (Oct) - 3 November 2017**
- Module 5 Non-contact driven and the submission dates for main assignment will be communicated at a later stage.

Venue

Unless otherwise communicated the course will be presented at the University of Pretoria's **High Performance Centre (HPC)**, at LC De Villiers Sports grounds. A past preferred venue is Casa Toscana easily accessible off the N1 (via the Lynnwood off ramp).

**Terms and conditions apply*

Module outline

While the elements that make the programme unique won't change some of the specific content might, based on the group's input in the class.

Module 1 (20-24 February 2017)

Level 1 Narrative Coaching: This module is entirely dedicated to an experiential learning journey that follows a possible narrative coaching model.

Module 2 (8-12 May 2017)

Level two of Narrative Practice: Making sure from a mind perspective that we understand narrative work. Here over Module 1 offers the heart perspective. We look at the world view and assumptions of narrative work and participants are presented with at least two additional models of doing narrative work. | Synthesis & Practical - a facilitative approach towards a narrative model.

Module 3 (31 July - 4 August 2017)

An in-depth look at the quintessential GROW model in the context of skills and performance coaching in addition to other genres as decided by the group (eg. executive coaching, alignment coaching, transformational coaching) Synthesis & Coaching Practice

Module 4 (30 October - 3 November 2017)

Development of own coaching models | A contextual-collaborative approach to coaching | Psychological paradigms of change - People & Organisations change. Why? How? | Overview of broad coaching models assumptions about change: e.g. NLP, Cognitive-Behavioural || Spirituality in the workplace | Agreed upon genre's of coaching (eg. Developmental Coaching, Life coaching, and more) | Practical Coaching matters (ethics, professionalism, etc.) | Synthesis & application of the narrative model in different settings | Coaching Practice

Module 5 (to end of August 2018)

Mini-dissertation or Research Proposal, at least one of these is a requirement for obtaining the official Advanced Certificate or enrolling for a Master's Degree (provided the student meets further admission requirements).

Certification/ Accreditation

If participants wish they may seek **certification** with external bodies. We can aid in this process.

We encourage an RPL (Recognition of Prior Learning) approach whereby the participants build up a portfolio of evidence towards certification. Towards this end participants upload their work to a private community portal to which they can give certification bodies access on completion of the course.

The course has been designed with some external bodies' coach competencies in mind, notably ICF and COMENSA. It needs to be clear though that currently the certification and accreditation concept is still swaying around in South Africa a bit. Some consultants and coaches add great value without ever having been certified. Certification hopes to convey competency but it doesn't always. We offer useful insight in this regard.

As part of this course, participants will be close to what's happening regarding certification in SA and will be presented with the opportunity to certify with external bodies.

We encourage students to join any of the relevant professional bodies as soon as they enrol for our programme. This course will help the student to judge where and to what purpose he or she should seek a relationship with a professional body.

It is also worth mentioning beforehand that all participants will have an option to join our voluntary professional body that started over the development of the programme. This was called for since there are certain limitations with a number of professional bodies in existence. They do not fully support the versatility of some epistemologically found approaches in existence with which it is possible to work also outside of the agency of coaching.

Accreditation is something that a teaching institution seeks on behalf of a course (and not something that the individual does). There are numerous accreditation bodies around the world. Some are very specific in their scope, or audience, while others follow a more general approach.

Our coaching course receives the recognition, and is associated with the University of Pretoria. In turn UP is an accredited provider with the Higher Education Quality Committee of the Council of Higher Education to offer higher education programmes.

On successful completion participants will receive recognition for having completed the 'Advanced programme in Personal and Corporate Coaching' at an awards ceremony associated with the University of Pretoria.

Contact and Enrolment

To **enroll**, or for general and administrative inquiries contact:

Nthabiseng Mokoka, email nthabiseng.mokoka@enterprises.up.ac.za; or call her on +27 (0) 12 434 2654, alternatively +27 (0) 78 261 4160, or fax to +27 (0) 434 2505.

Regarding course specific content contact me Dr. Elmo Pienaar, the course leader-facilitator: connect@elmopienaar.com, or call +27 (0)82 410 7645

Please include 'cc' me, Dr. Elmo Pienaar, in all your administrative inquiries.

Your course facilitator

Dr. Elmo Pienaar is a 'fellow' of the University of Pretoria and in this capacity a member of the Department of Practical Theology with the Faculty of Theology. Running parallel to the fellowship he has also been awarded a commonwealth executive MBA scholarship.

He obtained his MA & PhD in Practical Theology (2003 and 2005). He is the director and facilitator of several courses: a) Two continuing education courses, namely, the 'Advanced Programme in Personal and Corporate Coaching' and 'Leadership & Management – The narrative way,' and b) Postgraduate Masters and PhD courses in Organisational Praxis.

The theme of his research fellowship reads: 'Narrative- and Spiritual Coaching in Organisation Development (with reference to practices of related professions e.g. facilitation, therapy, group work, and process consulting).

He served for a while on the COMENSA* ethics committee (* Coaching and Mentoring South Africa) and is a current committee member of the South African chapter of the IAF (International Association of Facilitators).

Dr. Elmo Pienaar has had significant involvement in the ministry, academic, and the business environment. He is the founding member and owner of several entrepreneurial companies and a founding director of 'Telling Outcomes' that focuses on Organisational Culture. Adding to the theme of Culture he is particularly interested in Strategy, Change, and Teams.

He enjoys journeying with people and families from time to time in his private practice in coaching and counselling. Nothing gives him as much pleasure as being an involved father. He has two sons, Estiaan and Luan, aged 8 and 6.