

PART-TIME
Level 9
ONLINE



Postgraduate Certificate in Coaching through Change Management and Coaching Intervention

Who is this programme designed for?

This module aims to provide the student with the skills, knowledge and competencies necessary to support and facilitate organisational change. Coaching as change agents will develop a tailored set of plans for moving forward both with the coachee's own goals and in alignment with the organisational goals. The coach will identify supports and resources necessary for these unified change management strategies and plans.



Indicative Content

- Change Management: The nature of change, Types of change management, managing the Contracting Process targeting specific, observable measurable behaviours.
- Coaching for Change: Assessing Coaching readiness, Distinction between Coaching for Compliance and Coaching for a Positive Future, Intentional Change, Developing a personal Balance sheet, the learning agenda, The workplace Developmental Network.
- Change Management Coaching: Aims and Objectives, the cycle of Change Management Coaching, Developing a change Management Plan, The process for developing effective change management, Identifying the stakeholder groups, change analysis and readiness.
- Coaching Managers: Tailored training and coaching for strategic change initiatives, Using coaching and communications best practice, Coaching managers to navigate transition to change, Overcoming and managing resistance to change, Key considerations for managers during the change management process.
- Interventions for Change Management Coaching: Definitions for coaching interventions, Leadership and Managerial coaching interventions, Core-based Leadership Skills, the experiential benefits of using psychological resources.
- Measurements for effective change management coaching: Quantitative and qualitative metrics, the role of feedback across stages of the coaching process.



On successful completion of this module the learner should be able to:

- Synthesise the distinctions between different coaching approaches used in a Change Management environment.
- Determine the significance of 'Readiness' in coaching.
- Evaluate the strategies used to manage resistance and the measurement systems used to determine their effectiveness.
- Critically examine the steps involved in the contracting process.
- Synthesise the interventions used in coaching and in Change Management Coaching.
- Evaluate the steps involved in developing a plan of the Coaching Management Processes.

Progression

Graduates of the certificate can progress to the Master of Business in Executive Leadership*
(* There may be some fee liability for enrolment on the Masters - please contact CIRDAS for further details)

How to apply?

Apply now by contacting CIRDAS
at insurance.cw@setu.ie
or call 059 9175267.

Fees

FREE Course is fully funded
by CIRDAS

Further information

setu.ie
lll.cw@setu.ie
059 917 5280

Entry Requirements

Level 8 degree with a minimum of
Second Class Honours, Grade 2 in a
related discipline or equivalent.

SETU Carlow Campus operates a
Recognition of Prior Experiential Learning
(RPL) scheme whereby applicants may be
considered, based on relevant work and
other experience, for exemptions from
programme modules and advanced entry.

All applicants will be considered on a case-
by-case basis. The Faculty of Lifelong
Learning and CIRDAS reserve the right to
require applicants to attend for an interview
to determine their suitability for the
programme.