

Program Session # 1505 | Submission: 10923 |

Sponsors: MC, ODC

Tuesday, Aug 12, 2008 4:10PM - 5:20PM

Anaheim Marriott in Platinum 3



Is Executive and Organizational Coaching an Academic Discipline?

Academic Coaching Studies University of Pennsylvania



Organizational Dynamics MS/MPHIL

- ▶ 400 + adult students
- ▶ 75% are between the ages of 30 – 49 yrs
- ▶ 75% + hold middle, senior or executive management responsibilities
- ▶ 25% + have advanced or professional degrees
- ▶ 91% attend classes part-time
- ▶ 9% are international and full-time students

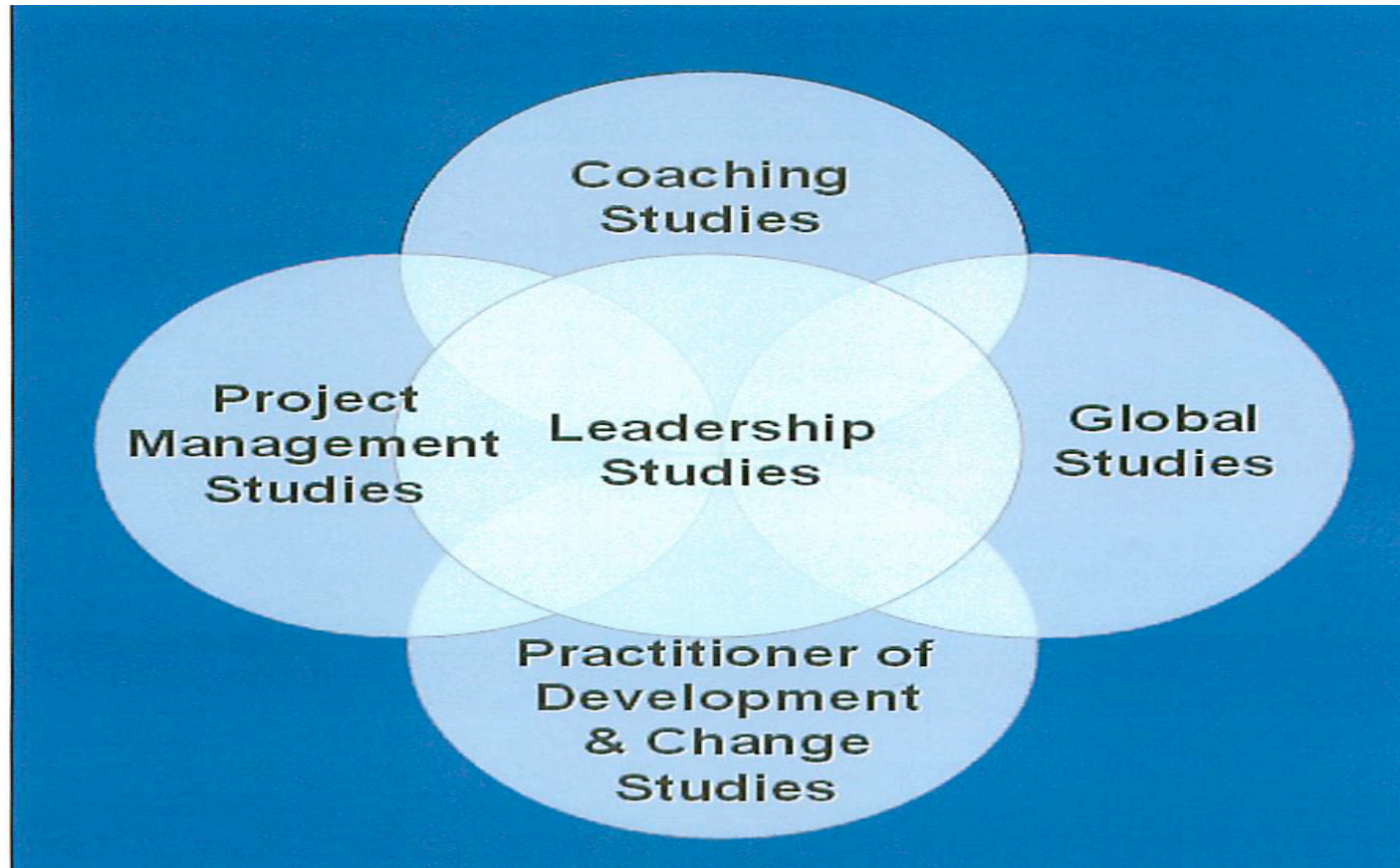
Coaching at Penn?

- ▶ What are the systemic (environmental) forces associated with academic coaching?
- ▶ What are the current and anticipated/future purposes of coaching?
- ▶ What is the coaching body of knowledge?
- ▶ Is coaching at Penn academically (politically) justified and sustainable?
- ▶ To what degree should we be “about coaching” or teach how “to do coaching”?
- ▶ What are the boundaries with other disciplines/domains?
- ▶ To what degree should education be live/on campus or virtual?
- ▶ What is the source of the next generation of coaching faculty?
- ▶ To what degree should our MS/MPhil program be concerned with coaching research?

Coaching at Penn Design Approach

2003 (spring)	Discussion/design of Coaching at Penn
2003 (summer)	<i>Art and Science of Organizational Coaching</i>
2003 (fall)	Feedback, discussion, redesign, repeat
	1 st curriculum design
2004 (spring)	Feedback, discussion, redesign, repeat
	Offered an integrated <i>2nd course</i>
	2 nd curriculum (re)design
	Faculty/curriculum selection
2004 (summer)	offered <i>3rd course</i>
2005- 6	expanded to <i>7 courses</i> with annual
	curriculum design and <i>program integration</i>
2006–7	expanded to <i>10 courses</i>

MS/MPhil Concentrations/Tracks



Coaching at Penn

10 Courses + 6 Faculty (1 FT + 5 Adjunct)

DYNM 641: Art and Science of Organizational Coaching

DYNM 602: Leader-Manager as Coach

DYNM 653: Coaching Others to Manage Conflict

DYNM 611: Strategic Perspectives on Coaching

DYNM 610: Knowing Yourself: The Coach as an Instrument of Change

DYNM 637: Coaching and Facilitating Teams

DYNM 620: The Coach: Applying Tools and Skills in the Field

DYNM 542: Theories and Models that Inform Coaching

DYNM 636: 21st Century Leadership Development: Integrating Cultural Influences into Coaching Practice

**DYNM 781: European Approaches to Organizational Coaching
(Travel to London/Oxford, UK)**

Coaching at Penn Programs

Graduate Certificate in Organizational Coaching Studies

- ▶ **Complete 6 courses *within MS/MPHIL***

Graduate Courses

- ▶ **All Penn grad students including Wharton, GSE, Nursing, FELS...**
- ▶ **Students coached within courses by “seniors”/grads**
- ▶ **Students coach others within courses**

Project-based Courses

- ▶ **Students coach others outside MS/MPHIL and Penn**

Coaching Student Interest Group

Coaching Student/Faculty/Alum Advisory Board

END

Thank You