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Larry Starr Overview and Penn

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Larry Starr Overview and Penn

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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**

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