

**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?**



# Agenda

**Introduction and Background: Larry Starr**

**Discussants**

<b>Columbia University:</b>	<b>Terry Maltbia</b>
<b>Fielding Graduate University:</b>	<b>Katrina Rogers</b>
<b>Franklin University:</b>	<b>John Brent</b>
<b>Kennesaw State University:</b>	<b>Stephen Brock</b>
<b>Queens University of Charlotte:</b>	<b>John Bennett</b>
<b>Rutgers University:</b>	<b>Ruth Orenstein</b>
<b>University of Pennsylvania:</b>	<b>Larry Starr</b>



# Formation of GSAEC

**2004**

**Kennesaw State University and Franklin University conceived of *a forum to discuss coaching within the academic community***

**2005**

**(May and October) – Conference and meetings produced 7 school commitments to form a graduate school alliance**

**2006**

**(January and April) – Organizational structure and incorporation of 9 schools into the  
Graduate School Alliance for Executive Coaching  
-GSAEC-**



# GSAEC 2006





# GSAEC Mission/Objectives

## Mission

- ▶ to establish and maintain standards for education and training provided by academic institutions for the discipline and practice of executive and organizational coaching.

## Objectives

- ▶ to begin to establish guidelines/standards for the graduate academic education of executive and organizational coaching
- ▶ to test/evaluate an initial set of standards within graduate academic institutions
- ▶ to begin a dialogue with graduate academicians and their institutions around the world
- ▶ to prepare for the development and implementation of an accreditation process for graduate programs



[www.gsaec.org](http://www.gsaec.org)

GSAEC - Mozilla Firefox

File Edit View History Bookmarks Tools Help

http://www.gsaec.org/curriculum.html

Google



# GSAEC

GRADUATE SCHOOL ALLIANCE FOR EXECUTIVE COACHING

- Home
- Founding Institutions
- Board
- Institutional Members
- Academic Program Guidelines
- Membership
- GSAEC History
- GSAEC Bylaws
- Research and Scholarship
  - Grants
  - Governance and Participants
  - Research Links
- Media
- Contact

### Graduate School Alliance for Executive Coaching

#### Guidelines for Graduate Academic Programs in Executive Coaching

##### Introduction

The following guidelines are intended primarily for graduate academic programs, certificate or degree granting, specifically in executive and organizational coaching.

Graduate academic institutions who are developing or offering individual courses in this field may also find the guidelines useful. We define executive and organizational coaching as a development process that builds a leader's capabilities to achieve professional and organizational goals. A leader is an individual who has the potential of making a significant contribution to the mission and purpose of the organization. This coaching is conducted through one-on-one and group interactions, driven by evidence/data from multiple perspectives, and is based on mutual trust and respect. The coach, individuals being coached, and their organizations work in partnership to help achieve the agreed upon goals of the coaching.

Our objectives for the distribution of these guidelines are:

- ◆ to begin to establish standards for the graduate academic education of executive and organizational coaching;
- ◆ to test an initial set of standards within graduate academic institutions;
- ◆ to begin a dialogue with graduate academicians and their institutions around the world;
- ◆ to prepare for the development and implementation of an accreditation process for graduate programs in this field.

##### Assumptions

Graduate School offerings in Executive Coaching are diverse. Within the Graduate School Alliance for Executive Coaching, current and planned coursework ranges from individual courses

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Open Notebook

start

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Coaching Presentations Microsoft PowerPoint ... GSAEC - Mozilla Firefox

11:32 AM Friday 8/8/2008



# GSAEC Research

## 2006

- ▶ **Pilot project identified 123 independent universities in the US with graduate “coaching programs.”**

<b><u>Degree:</u></b>	<b>Courses/Tracks/Certificates/Degrees</b>
<b><u>Non-Degree:</u></b>	<b>Courses/Certificates/Workshops</b>
<b><u>Application:</u></b>	<b>Coaching Services</b>

## 2007

- ▶ **Foundation of Coaching grant expanding the identification of academic institutions to also include Canada, UK, Ireland, Australia, and New Zealand and to establish a forum to share and evaluate the proposed guidelines.**



# Coaching Research

The screenshot shows a Mozilla Firefox browser window with the address bar displaying <http://pennsurveys.org/coaching/>. The page title is "Announcements | Coaching Research: Programs and Curriculum Project - Mozilla Firefox". The website header features the title "Coaching Research: Programs and Curriculum Project" in a large, white serif font, with the subtitle "Building Executive Coaching as an Academic Discipline" in a smaller, italicized font below it. The background of the header is a dark blue, textured image with white stars.

**Navigation**

- Programs By Institution
- Graduate Degree Programs
- Graduate Certificate Programs
- Non-Degree Certificate Programs
- Applications Of Coaching
- Coaching Curriculum
- Recent Posts
- Search
- Contact
- User Login
- Website Help

**Overview:**

This project is sponsored by The Foundation of Coaching and their Research Division.

This project addresses the building of an academic discipline for organizational and executive coaching by identifying a shared body of knowledge within the community. More than a dozen academic institutions have formed and joined the Graduate School Alliance for Executive Coaching (GSAEC). GSAEC has proposed definitions and a draft guidelines document for graduate education and practice of coaching. In a pilot study within the United States, 123 academic institutions that provide graduate coaching programs were identified.

This project identifies additional academic institutions within the United States, as well as in Canada, Australia, UK, Ireland, and New Zealand, and disseminates the draft document to those institutions for review, feedback and participation in the development of agreed-upon standards for graduate education in executive coaching. Specifically, the project (a) identifies and adds additional institutions; (b) offers a web-based production-level hosting service that permits representatives of academic institutions to present information about their coaching programs; and (c) gathers feedback from these institutions to build consensus toward academic coaching guidelines. Results will be made available without restrictions to identified institutions in order to gain continuous

The browser's taskbar at the bottom shows the Windows Start button, several application icons, and the system tray displaying the time as 2:56 PM on Wednesday, 8/6/2008.





## **Is Executive and Organizational Coaching an Academic Discipline?**

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