

**BeamPines/Middlesex University Master's Program in Executive Coaching
Program Syllabus – Class of 2010**

First Quarter	
<p>Weekend Workshop #1</p> <p>September 13-14, 2008</p>	<ul style="list-style-type: none"> ○ Orientation to program ○ Assessment of candidate coaching skills ○ Learning teams established; teams determine their follow-up schedule ○ Introduction to Reflective Learning
<p>1st Quarter Curriculum</p>	<ul style="list-style-type: none"> ○ Discussion of candidate goals, needs and interests ○ Candidates begin outlining Learning Plans including commitment to deadlines ○ Introduction to Assessment <ul style="list-style-type: none"> ▪ Assessment Tools: candidates take selected assessments and debrief results with supervisor ▪ Providing Constructive Feedback ○ Strategic Development Planning <ul style="list-style-type: none"> ▪ Candidates draft their own Development Plans outlining specific coaching skills they want to learn and how ▪ Application of development planning to candidate coaching ○ Candidates apply to have prior learning accredited ○ Ethics and confidentiality issues ○ Introduction to Coaching Frameworks ○ Counseling and Personality theories ○ Establishing the coaching relationship—setting up candidate cases ○ Candidates begin pre-reads on research methods ○ Supervision begins
Second Quarter	
<p>Weekend Workshop #2</p> <p>January 24-25, 2009</p>	<ul style="list-style-type: none"> ○ Research Methodology <ul style="list-style-type: none"> ▪ Qualitative vs. Quantitative models ▪ Using interviews, surveys and assessment tools in research ▪ Statistical analysis ○ Discussion of initial project ideas and needs for support

2nd Quarter Curriculum	<ul style="list-style-type: none"> ○ Ongoing supervision of candidate cases ○ Candidates submit research proposals ○ Advanced Assessment Tools: application to candidate cases <ul style="list-style-type: none"> ▪ Cognitive and ability testing ▪ Vocational and interest assessment ▪ Leadership and personality style questionnaires ▪ 360° Assessment ▪ Structured interviews ○ Introduction to Coaching and Counseling Models ○ Leadership Styles and Delegation ○ Impact of organizational cultures ○ Skill Building I <ul style="list-style-type: none"> ▪ Communications <ul style="list-style-type: none"> • Listening • Presenting ▪ Win/Win Negotiations
Third Quarter	
Weekend Workshop #3 May 16-17, 2009	<ul style="list-style-type: none"> ○ Research projects updates ○ Interactive coaching case studies—discussions and analyses ○ Skill building role plays ○ Candidates select areas of interest for skill building <ul style="list-style-type: none"> ▪ Team Building ▪ Crisis Management ▪ Conflict Resolution ▪ Problem-solving and Decision-making
3rd Quarter Curriculum	<ul style="list-style-type: none"> ○ Ongoing supervision of candidate cases ○ Skill Building II <ul style="list-style-type: none"> ▪ Stress Management ▪ Networks and Networking ▪ Career Management ▪ Strategic Thinking
Fourth Quarter	
Weekend Workshop #4 November 14-15, 2009	<ul style="list-style-type: none"> ○ Research projects—presentations and feedback ○ Candidates present their own developed coaching models ○ Discussions and analyses of coaching case studies ○ Candidates demonstrate coaching skills with peers ○ Reflecting on the process of reflection
4th Quarter Curriculum	<ul style="list-style-type: none"> ○ Ongoing supervision of candidate cases ○ Research project supervision and finalization ○ Candidates submit final theses for review and approval ○ Candidates present research projects to sponsors
Graduation Ceremony – July 2010	