

COACHING (COCH1-CE)

COCH1-CE 9000 Coaching Engagements (4 Credits)

In this course, use the theory and skills acquired in previous coaching courses to help clients set and reach articulated goals through a 12-week engagement. Develop a deeper understanding of how to use the International Coach Federation core coaching competencies, techniques, and evidence-based models to drive goal-directed learning and change in a real-world coaching situation. Strengthen your knowledge and skills for identifying outcomes of coaching situations, creating the conditions for effective coaching to occur, recognizing the coaching skills needed, and developing coaching presence. Fieldwork includes establishing, maintaining, and completing one real-world coaching engagement. You will learn to facilitate an engagement under the guidance of a faculty member and receive feedback to deepen expertise.

Registering at least three weeks prior to the course start date is highly recommended.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9001 Mentor Coaching (2.5 Credits)

Upon completing this course, students can competently demonstrate the eight ICF core competencies at the PCC Minimum Requirements Level. This will prepare students to ace the NYU SPS Final Performance Evaluation and potentially go on to earn their ICF credential. After a comprehensive learning review and practice of the Competencies in the first three group mentoring sessions, the student and mentor will mutually choose three dates and times for the synchronous one-on-one mentoring sessions to follow. The student will learn how to facilitate and submit recorded sessions to their mentor. These recorded sessions will take place after the group cohort is complete, two weeks apart, giving the student ample time to consider their mentor's verbal and written feedback before creating the next recording. After completing these three recordings/assignments, the student will have two weeks to prepare for the Final Performance Evaluation. Once the Final Performance Evaluation is submitted and evaluated, the student will receive written summative feedback.

Registering at least three weeks prior to the course start date is highly recommended.

For the Spring 2024 semester, this course will meet as a group at the following times via NYU Zoom:

- January 31, 2024: 11 am - 2pm ET
- February 7, 2024: 11 am - 2pm ET
- February 15, 2024: 11 am - 2pm ET

Additionally, students will individually schedule three (3) one-on-one mentoring sessions of one (1) hour each throughout the remainder of the semester, also held via NYU Zoom.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9315 Coaching Skills for Managers and Team Leaders (1.5 Credits)

Coaching has become a vital component of management, and research supports its exceptional efficacy. This workshop benefits those responsible for leading teams or divisions to achieve business results. Learn the requirements of good coaching, and be able to identify coaching opportunities on a daily basis. Experiment with new skills and assumptions, and gain awareness of the challenges to becoming an effective coach-manager. Discover how to use coaching to leverage employee productivity and to enhance teamwork.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9800 Foundations of Coaching I (2.5 Credits)

Acquire a thorough understanding of the philosophical, historical, and ethical foundations of coaching. Explore similarities and differences between coaching and related disciplines, and consider the scope of coaching's potential. Learn and practice basic coaching skills through real-time conversations, and observe the effect of these skills as a coachee.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9801 Foundations of Coaching II (2.5 Credits)

Building upon Foundations of Coaching I, explore various coaching skills, operating assumptions, and practices. Experiment with the language of coaching, and distinguish between the effects of various techniques. Use a defined process to structure a coaching session, learn its benefits, and employ a specific methodology to establish credibility and to build trust with the coachee. Complete the course having experienced both coaching and being coached.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9802 Foundations of Coaching (5 Credits)

Acquire a thorough understanding of the philosophical, historical, and ethical foundations of coaching. Explore similarities and differences between coaching and related disciplines; understand various coaching skills, operating assumptions, and practices; and consider the scope of coaching's potential. Learn, practice, and distinguish basic coaching skills through real-time conversations; experiment with the language of coaching; and observe the effect of these skills as a coachee. By the end of the course, have a strong foundation in defining processes to structure coaching sessions and employing methodologies to establish credibility and trust with coachees.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9803 Capstone: Master Class in Coaching (2.5 Credits)

The Coaching program's emphasis on real-world practice and experience is reflected in this final Capstone review of core coaching competencies. Demonstrate your coaching knowledge and skills learned from the Foundations, Intermediate, and Advanced Coaching courses in a safe and supportive class environment. Feedback from master practitioners and facilitators during the coaching interaction sessions clarifies your strengths and identifies key areas that may require continued practice.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9804 Advanced Coaching: Practicum (3 Credits)

In this advanced-level course, learn to coach clients under the guidance of a faculty member and receive feedback from observers and peers to deepen your expertise. Practice applying the skills, techniques, assessments, and tools from the [Foundations of Coaching](https://www.sps.nyu.edu/professional-pathways/courses/coch1-ce9802) course and the intermediate-level course (either [Leadership Coaching Strategies and Practices](https://www.sps.nyu.edu/professional-pathways/courses/coch1-ce9870) or [Intermediate Coaching: Personal Coaching Skills](https://www.sps.nyu.edu/professional-pathways/courses/coch1-ce9840)) into real-world coaching situations. Strengthen your knowledge and skills for identifying outcomes of coaching situations, recognizing the various coaching conversations needed during the personal and executive coaching process, and developing your own coaching presence.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9806 Coaching in an Organization (4 Credits)

Coaching is a tool that can be utilized to drive almost any learning and development function in an organization, from induction and general skills training to transition, succession planning, and leadership development. In this course, develop an understanding of global trends and best practices for coaching in the workplace. In addition, practice helping to set and reach articulated goals through a 12-week coaching engagement with external clients. Building upon [Coaching Engagements in Practice 1](#), this course helps to develop a much deeper understanding of how to use the International Coach Federation (ICF) core competencies, techniques, and evidence-based models to drive goal-directed learning and change in real-world coaching situations. Strengthen your knowledge and skills for identifying outcomes of coaching situations, creating the conditions for effective coaching to occur, recognizing the coaching skills needed, and developing coaching presence. Fieldwork includes establishing, maintaining, and completing one real-world coaching engagement. Learn to facilitate an engagement under the guidance of a faculty member and receive feedback to deepen expertise. Upon successful completion of this course, you will be able to design a range of coaching programs ready for delivery to an organization, either as an internal or external coach or HR/OD professional.

Registering at least three weeks prior to the course start date is highly recommended.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9840 Intermediate Coaching: Personal Coaching Skills (2 Credits)

In this intermediate-level course, learn how to use your coaching expertise to help clients clarify and reach their life goals. Develop a deeper understanding and facility of core coaching competencies, including relationship coaching, career direction and transition, creative projects, health and well-being, work/life balance, spiritual choices, and values-based fulfillment. Fieldwork includes establishing, maintaining, and completing a real-world coaching engagement. By the end of the course, be ready to put effective coaching skills into action to help individuals reach their personal best.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9841 Group Coaching (2.5 Credits)

In today's dynamic workplace, an increasing number of organizations are leveraging group and team coaching as a cost-effective, scalable system-wide solution to accelerate talent development, optimize collaboration, shape culture, and drive organizational change. Learn the differences between group and team coaching. Understand the benefits of group and team coaching, and compare it to individual coaching, facilitation, and training. Acquire a more advanced set of techniques, tools, and tips to become an effective group and team coach for in-person and virtual settings. Design your own group or team coaching program, and demonstrate your skills in a supportive class environment.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9842 Authentic Marketing for Coaches (2.5 Credits)

This intensive course is an experiential primer for coaches who want to market themselves authentically but are not sure where to begin. Taught by a former marketing and communications expert-turned-coach, this course includes exercises to break down mental blocks in marketing, and it provides basic training in strategic marketing that is appropriate for coaches. Design your own tailored strategic marketing plan, in which you identify the three best ways for your ideal clients to find you. Finish the course with a plan for success and with newfound confidence in your ability to compellingly communicate your value.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9844 Foundations of Coaching (4 Credits)

Acquire a thorough understanding of the evidence-based theory/science that underpins coaching. Explore similarities and differences between coaching and related disciplines, learn how to demonstrate coaching skills and use a conversational model, and consider the scope of coaching's potential. Upon successful completion of this course, you will have a solid understanding of the definitions of and theory behind coaching, a working knowledge of the scientific basis for coaching, and the ability to employ methodologies to establish rapport and trust with clients.

Registering at least three weeks prior to the course start date is highly recommended.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9845 Coaching Clients Through Professional and Personal Transitions (2 Credits)

Transition coaches help clients to discover their true motivations, allowing them to identify and achieve goals that engage their passions, priorities, and talents. Learn to coach clients for success by identifying their "ideal" income position (personal enjoyment and compensation), exploring their ability to become successful entrepreneurs, developing a better life balance, and helping them transition into a satisfying and secure retirement. Become a transition coach who is a supportive partner in helping clients unleash the power within.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9846 Coaching and Managing Differences (2.5 Credits)

Effective coaching and management skills are essential in today's fast-paced world of business, where differences between employees, management, and clients continually arise and lead to misunderstandings and motivation issues, many of which could be prevented. Designed for managers who wish to improve their leadership style and for mid-level HR professionals, this course highlights the differences between coaching and managing and focuses on the skills necessary to bring a coach-approach to motivating and managing in business. Develop or strengthen your coaching style by recognizing your personal leadership style, as well as your strengths and weaknesses. Explore successful coaching dialogue, the core coaching competencies as outlined by the International Coach Federation, and take part in coaching sessions. Create a coaching plan that can be used during professional coaching sessions. In class, work closely with faculty—both one on one and in small groups—to reinforce learned principles and guidelines.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9850 Coaching Summer Intensive: Part I (9.5 Credits)

This intensive program is designed for motivated professionals who seek to gain, use, or improve coaching skills in their current position, or to pursue executive and professional coaching as a career. In this course, develop foundational and practical knowledge of coaching within a business and personal context. Gain an introduction to the coaching process, and understand how its theories and philosophies play a role in your approach to a coaching conversation. Practice applying the skills, techniques, assessments, and tools that are used to achieve individual and organizational effectiveness. Learn how to enhance and to develop an individual's full potential and to make an impact on the overall effectiveness and performance of an organization's workforce or talent. Topics include coaching ethics, the history and future of coaching, and credentialing. This program is ideal for those who plan on becoming, or who are already practicing as, internal or external coaches, managers, and leaders.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9851 Coaching Summer Intensive: Part II (9.5 Credits)

This intensive coaching program builds upon the knowledge, skills, techniques, assessments, and tools acquired in <https://www.sps.nyu.edu/professional-pathways/courses/coch1-ce9850> Coaching Summer Intensive: Part I. Apply what you have learned to real coaching situations with peers, and receive feedback from observers, peers, and professors to deepen your expertise. Strengthen your knowledge and skills for identifying outcomes of coaching situations, recognizing the various coaching conversations needed during the organizational/executive coaching process, and developing your own coaching presence. Topics include career coaching, steps for building a coaching practice, emotional intelligence, virtual coaching, and organizational issues (systems theory, 360-degree feedback, confidentiality within the system, leadership, power, influence, and more). Learn how to develop your own documents and formats used throughout the coaching process.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9852 Professional Coaching: Using Sports Strategies (1 Credit)

The precepts of coaching were first developed in the sports world where a coach had to understand the needs of athletes and to push them to strive beyond their limitations. Focusing on models, theories, and motivational elements, examine the philosophy of sports coaching and understand how its fundamentals can be transferred into an executive and/or personal coaching practice.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9853 Coaching Theory and Skill (4 Credits)

In this course, learn and practice basic coaching skills through real-time conversations, experiment with the language of coaching, use coaching models and tools, and observe the effect of these as a client. Learn how to set the session agreement, explore the client's current and ideal self, partner to generate options for experimentation, design actions and a path forward with resources, and establish methods of accountability to support the change process. By the end of the course, you will be able to structure a coaching session using a coaching model to facilitate insight.

Registering at least three weeks prior to the course start date is highly recommended.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9870 Leadership Coaching Strategies and Practices (2 Credits)

In this foundational course on coaching for leadership, learn the requirements for coaching individuals to develop their leadership potential within an organization. Gain knowledge of the theories, concepts, and practices that support coaching for leadership development in today's work environments. Become familiar with the role of the coach, and learn how to develop coaching competencies, including adapting your coaching style to meet the needs of the client. Find out how to structure the coaching relationship and how to define return on investment for a project, including how to position coaching alongside other organizational and HR initiatives. Group discussion work includes a leadership coaching case study. Fieldwork includes studying common assessments and other coaching tools, as well as establishing, maintaining, and completing a real-world coaching engagement. This course is ideal for HR professionals and executives who want to coach leadership within their organization or who have responsibility for hiring external coaches, as well as for external coaches who work in leadership development.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9871 Career Coaching (1.5 Credits)

Learn to coach career-focused clients on taking control of their work lives. Acquire strategies, tools, and resources for helping them navigate difficult career issues and dilemmas—from exploring occupations to charting radical change. Work with clients to clarify their career goals by helping them to conduct self-exploration, identify important resources, explore career alternatives, achieve better work/life balance, outline a strategic job search campaign, and address the challenges of starting a business. Also, become skilled at assisting clients in developing a proactive career strategy that reflects their values, passions, skills, and practical needs, while coaching them on common workplace issues.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9872 Coaching Across Generations (1.5 Credits)

The 21st-century workplace spans four generations of professionals—traditionalists, baby boomers, gen Xers, and gen Yers/millennials—each embracing distinct working styles and expectations from employers, clients, and colleagues. Learn to apply cross-generational coaching techniques effectively as a manager or professional coach. Sharpen interpersonal communication skills and business communications best practices by examining case studies, engaging in class discussions, and participating in role-playing exercises. Address the management challenges that potentially arise among these groups in the workplace. Identify and develop strategies to handle personal intergenerational management issues. Readings include workforce studies, diversity best practices, coaching foundations, Harvard Business School case studies, and business trade publications.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9873 Building Internal Coaching Programs (0 Credits)

Learn how to pilot a successful internal coaching program for an organization by examining its readiness and assessing its internal coaching goals and requirements. Learn the key phases for the introduction and implementation of an internal coaching initiative, including establishing a business case for coaching, eliciting stakeholder support, designing a program to impact business performance, and monitoring and measuring progress. Students work in teams to create an internal coaching proposal and present it to the class.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9874 Designing and Debriefing Powerful Actions (1 Credit)

Understand how to design and debrief actions that catalyze client movement and deepen learning. Learn a powerful model for co-creating relevant and impactful actions that are likely to be carried out, resulting in learning and insight. The course focus is on two International Coach Federation Core Competencies: Core Competency 9, creating opportunities for ongoing learning, and Core Competency 11, managing progress and accountability. Log up to a total of four hours practicing both core competencies.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9875 Setting Purposeful Goals (1 Credit)

Facilitate the co-creation of purposeful and important goals that serve as the foundation of a successful coaching engagement. Two practical models (based upon the wheel of life and the wheel of work) are introduced that can be used for personal and organizational/leadership coaching. Learn the most powerful questions to help your client set ambitious and inspiring goals. Practice each model in class, and then implement one of the models outside class with real or pro-bono clients, along with an assigned classroom peer. By successfully completing this class, log up to four hours practicing International Coach Federation Competency 9: Planning and Goal Setting.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9876 Video for Coaches: Maximizing Your Business and Message (1 Credit)

There are many ways to expand your coaching business and to communicate with potential audiences and clients, and video is among them. Video content delivery and video as a marketing tool can be critical to a coach's success. Learn how to use video for coaching and marketing. Explore the use of video on websites, Skype, webinars, YouTube, and other social media sites to build your business and to showcase your coaching. Make several short videos, create a customized video coaching and marketing plan, and learn how to increase revenue and measure the ROI of your videos.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9878 Starting Your Coaching Practice (2 Credits)

Start, build, maintain, and sustain a thriving coaching practice. This course presents ideas, strategies, and tools that focus on best practices for successfully running your coaching practice as a small business. Topics covered include types of coaching specialty, branding, marketing, building your client list, pricing, billing, basic accounting practices and finances, and basic legal issues. Design, develop, and deliver a business design plan for your own professional coaching practice.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9879 Entrepreneurial Skills for New Coaches (0 Credits)

This practical course demystifies the process of establishing a private coaching practice—one that aligns with your vision and values. Learn how to set your pricing structure, handle legal and tax aspects, and create relevant materials, so you are prepared when a client wants to hire you. Gain the skills to present yourself using your own unique branding so you stand out to your target audience. This course also will cover a variety of marketing techniques for connecting with your ideal client base. At the end of the course, you will draft a business and marketing strategy to get you started.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes

COCH1-CE 9900 Mindfulness: The Foundation of Effective Leadership (0 Credits)

Mindfulness is everyone's favorite buzzword these days. But what does it really mean for those of us who don't have the luxury of a serene office and a fancy meditation mat? How can we apply mindfulness to our overscheduled, overstuffed lives? And why would we even want to? In this highly engaging one-day program, get the answers to these questions. Learn the basics of mindfulness, including tools for managing stress, improving work-life balance, and increasing personal and office engagement and satisfaction.

Grading: SPS Non-Credit Graded

Repeatable for additional credit: Yes