

# Master of Business Coaching, MBC - 1. semester



**HUCAMA**  
HUMAN CAPITAL MANAGEMENT



## COACHING PSYCHOLOGY: THEORY AND PRACTICE I

In this course you will get an introduction to the concept of coaching, its history as well as its theoretical background. The focus will be on the relevance and applicability of the various types of psychology used in individual as well as team coaching. In the process you will apply social constructionist psychology, i.e. the systematic/narrative approach, the cognitive approach, and the psychodynamic approach to coaching. You will get an understanding of communicative action patterns, and you will be trained in various intervention types and questioning techniques that are the basis of coaching. Via the cognitive approach you will, among other things, work with methods, which can explore and challenge the convictions and negative automatic thoughts that often limit the options of the individual. In the psychodynamic approach to coaching you will among other things train and develop the courage to ask the difficult questions in any given individual's conflicts. Moreover, you will develop your attention to the many faces of defence mechanisms and their significance to the individual. In the systemic/narrative approach you will learn how other people's perspectives on a given problem can bring solution and liberation. In addition, there will be a focus on the ability to develop and maintain the relationship between the coach and the person in focus – also when the relationship becomes difficult to accommodate.

## THE PROFESSIONAL AND PERSONAL DEVELOPMENT

The coaching will be positioned in relation to other professional types of conversation for instance mentoring, guidance, instruction, advising, supervision – providing you with awareness and competence in navigating these types of conversations.

The teaching will be planned in two learning tracks – a professional and a personal track. The teaching will contain professional and theoretical elements as well as exercises involving feedback. Goals for personal and professional development will be prepared and processed in study groups between course days.

In the first semester, profile analysis will be prepared via a BIG 5 test of each individual student. This will be done in order to uncover which of your personal characteristics you should focus on. Moreover, you will be certified to provide BIG 5 personality test feedback to others. The semester will be completed with an oral exam based on a synopsis personal development.

## FIRST SEMESTER SPECIFICS

- The teaching hours will be 9.30-16.00
- Workshop evenings
- Access to a knowledge portal with tools, professional literature, articles, and cases
- Big 5 Personality Test with individual feedback
- Certification in Big 5 Personality Test
- Continuous supervision
- A strong personal network
- Provision during course days

## PRICE per SEMESTER

- 6.000,- EUR excl. VAT

## CONTACT

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Mastery of dialogical processes is not achieved by reading alone. This skill is developed by learning, practising, and training in practice. Hence the MBC education is focused on practice, where you will receive systematic training in implementing and evaluating dialogical processes.



# Master of Business Coaching, MBC - 2. semester



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## COACHING PSYCHOLOGY: THEORY AND PRACTICE 2

During the second semester you will do in-depth studies into the application of psychology in the coaching of individuals as well as teams. You will receive training in the questioning techniques that are relevant to the various psychological approaches to coaching, to which you were introduced in the first semester. The relationship between coaching and learning theory, as well as the opportunities this conjunction provides, are explored and trained. This is done in order to raise awareness of the challenges involved, when individuals in focus enter new territory.

From the point of departure of a theoretical study of these subjects, as well as those mentioned below, you will get the opportunity to train and develop your own coaching practice. You will clarify your own effects, strengths, and challenges in your role as coach, leader and/or colleague. Moreover, you will gain a greater awareness of ways in which to work productively with driving forces and barriers through training, feedback, and personal reflection. Furthermore, we shall do detailed studies of the possible implementation of tools used in the various coaching perspectives on the daily running of organisations.

The individual psychologies and training of coaching competencies can be related to fields and subjects such as mindfulness, stress, the body and learning, conflict resolution, and power and ethics. The cluster of subjects in focus in this semester is positioned in its theoretical context, and the semester is completed with an oral exam. The exam consists partly in a practice element; a live coaching conversation, and theoretical element, which consists in the answering of a question concerning a theoretically studied subject field from the entire curriculum on the first and the second semesters.

## SECOND SEMESTER SPECIFICS

- The teaching hours will be 9.30-16.00
- Workshop evenings
- Access to a knowledge portal with tools, professional literature, articles and cases
- Continuous supervision
- A strong personal network
- Provision during course days

## PRICE per SEMESTER

- 6.000 excl. VAT

## CONTACT

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# Master of Business Coaching, MBC - 3. semester



## PHILOSOPHICAL COACHING OR VALUE COACHING

During the third semester we engage with protreptics, also called philosophical coaching or value coaching. This semester will introduce you to new thoughts and traditions in coaching as an exciting applied approach involving new aspects of the art of conversation.

The aim of protreptics is to help human beings or an organisation focus on its values or on aspects that are essential to (working) life. As we all know, we are strongest and most productive, when we work in fields that are extensions of what we find important. Protreptics is a method that helps us discover what is important, and protreptic conversations assist us in finding the courage to follow up on what is important. As a tool, philosophy is extremely useful in individual as well as team coaching. The method can be used by everyone, but is particularly useful for leaders, experienced coaches, and human resource co-workers.

In order to make this specific way of conversing second nature, we will go to Greece for a week of training. The trip is in the third semester and it is included in the price.

The third semester will be completed with an oral exam, including a live coaching session, in which the protreptic practice is tested and explored in the context of the psychological coaching practices.

## THIRD SEMESTER SPECIFICS

- One week abroad including travel, stay, provisions, days of intensive teaching, as well as experiences with the team.
- The teaching hours will be 9.30-16.00 on our premises before and after the trip
- Workshop evenings
- Access to a knowledge portal with tools, professional literature, articles and cases
- Continuous supervision
- A strong personal network

## PRICE per SEMESTER

6.000,- EURO excl. VAT

## CONTACT

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# Master of Business Coaching, MBC - 4. semester



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## BUSINESS PHILOSOPHY AS DEVELOPMENTAL DRIVER

Modern protreptics, coaching-syntheses, convertibility, and master thesis. On the fourth semester we continue to work with protreptics by including thoughts, methods, and models from the philosophical tradition (from Immanuel Kant to Gilles Deleuze). The fourth semester thus has several tracks.

1) Track one is a continuation of the protreptics of ancient Greece (beginning with Aristotle).

2) Track two enhances coaching and the art of conversation with several new conversation models, methods and techniques

3) Track three offers a general introduction to the Western history of ideas in the contexts of the view of human nature, the philosophy of life, and linguistic understanding. The fourth semester also focuses on the following: a) Creating an overall cumulative synthesis of the psychological approaches to coaching (cf. the first and second semesters); b) Qualifying the learning in the context of your own practice in your organisational and managerial working life and c) Generating a focus on the master thesis – concerning theme, method, structure, et cetera. In these ways the fourth semester will strengthen and support the students' acquired dialogical competence by anchoring it in historical and methodical contexts. This is done with a view to qualifying the concrete practice in their own organization and professional practice.

Like the other semesters, the fourth semester is designed to provide many opportunities to engage with exercises and training, feedback and sparring in the contexts of the daily inputs and the master thesis. The last day of teaching on the fourth semester consists of some individual and shared reflections on the students' synopsis drafts for the master thesis.

Every student is entitled to five hours of supervision. In terms of the supervision process and choice of supervisor, the individual participant independently contacts a CCC-consultant to make agreements on process, subjects, et cetera. When the master thesis is submitted, there will be an oral defence with an external adjudicator, lasting approximately one hour.

## FOURTH SEMESTER SPECIFICS

- The teaching hours will be 9.30-16.00
- Workshop evenings
- Access to a knowledge portal with tools, professional literature, articles and cases
- Further development of protreptics
- Continuous supervision and personal guidance of the master thesis
- Insight into the history of ideas
- A strong personal network
- Provisions
- New conversational tools and dialogue

## PRICE per SEMESTER

6.000,- EURO excl. VAT  
per semester

## CONTACT

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