

## Zertifikatsprüfungsordnung und Lehrgangsbeschreibung

Diese Zertifikatsprüfungsordnung der Steinbeis+Akademie der Steinbeis Hochschule gilt für den folgenden Lehrgang auf Basis der gültigen Rahmenordnung zur Durchführung von Zertifikatslehrgängen (RZLG) in der jeweils aktuellen Fassung.

### Lehrgangsbezeichnung International Coach for Business & Leadership

<b>Kompetenzfeld</b>	Management	Persönlichkeitsentwicklung	Bildungsmanagement	Gesundheitswesen	Technologie
		X			

<b>Durchführungsort/e</b>	Stuttgart	Luxemburg (geplant)	München (geplant)	Frankfurt (geplant)	Inhouse (bei Bedarf)
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<b>Abschluss</b>	Diploma of Advanced Studies (DAS)	Certificate of Advanced Studies (CAS)	Diploma of Basic Studies (DBS)	Certificate of Basic Studies (CBS)	
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<b>Qualifikationsziel</b>	<ul style="list-style-type: none"> <li>• The ability to professionally coach in organizational and individual context</li> <li>• Know how to create a safe environment in which people see themselves more clearly</li> <li>• Ability to identify gaps between where the client is and where the client wants to be</li> <li>• Learn how to ask for more intentional thought, action and behavior changes than the coachee would have asked of himself</li> <li>• Learn to guide, supervise and lead the structure, accountability, and support necessary to ensure sustained commitment</li> <li>• Develop skills to support others in the triangle of individual performance, leadership and personal development; individually or in organizations</li> <li>• Get to know coaching tools and techniques and how to apply them according to the clients need in international environments as well as in individual settings</li> <li>• Develop a theoretical understanding for the coaching process; what makes it successful and where the limits for coaching are</li> <li>• Understand your role in an organizational environment</li> <li>• You will receive a profound education that comprises relevant questioning techniques as well as all techniques for analyzing, communicating and self-management, required for a professional coaching</li> <li>• Gain feedback and the chance to reflect yourself for your personal benefit and development</li> <li>• Receive a more profound training in instruments of communication, reflection and leadership than any other leadership training could deliver</li> <li>• The cornerstone for a possible self-employment or freelance as business coach</li> </ul>
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<b>RZLG-ergänzende Zulassungsvoraussetzung</b>	keine
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<b>Lehrform</b>	Präsenz	Präsenz/Online	Online		
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<b>Sprache</b>	Englisch / Deutsch
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<b>Workload in Std.</b>	<b>Gesamt</b>	Seminarzeit	Selbstlernzeit	Transferzeit	
	<b>152</b>	120	16	16	

<b>Art der Leistungsnachweise (LNW)</b>	Klausur (K)	Präsentation/ mündliche Prüfung (P)	Case (C)	Transferarbeit (TA)	Projekt- studienarbeit (PSA)
		X		X	

## Inhalte

Modul	Schwerpunktt Themen	Seminarzeit/h
Coaching in Business Environments	<ul style="list-style-type: none"> <li>- Coaching as instrument of systematic people development</li> <li>- Mind setting; the importance of self-awareness, self-reflection, external perception</li> <li>- Excellence in the business coaching process – setting, scoping, disclosure</li> <li>- Coaching in complex, uncomfortable or international business situations</li> <li>- The effect of different business cultures</li> </ul>	16
Effective Leadership by Business Coaching	<ul style="list-style-type: none"> <li>- Leadership challenges in today's international environments</li> <li>- the importance of listening in the business environment</li> <li>- Leading by communicating: Effective, solution based and open-ended questions</li> <li>- Enabling; coaching vs. shadowing, mentoring and training</li> <li>- "Feed forward"; providing and receiving feedback</li> </ul>	16
Enablement of Individuals, Groups & Teams	<ul style="list-style-type: none"> <li>- Development: Personal challenges as opportunity for growth # Individual, group- and team-Coaching – national and cross border</li> <li>- Merging different groups into one team</li> <li>- Handling team conflicts</li> <li>- Team dynamics in national &amp; international environments</li> <li>- Identify and manage team processes and phases</li> </ul>	24
Remote Coaching	<ul style="list-style-type: none"> <li>- Possibilities of Skype and web based coaching</li> <li>- Characteristics between remote and 1:1 coaching</li> <li>- Limitations of remote coaching</li> <li>- Prerequisites of remote settings</li> </ul>	24

	<ul style="list-style-type: none"> <li>- Requirements of interventions in remote coaching</li> <li>- Virtual Coaching of virtual teams</li> </ul>	
Multicultural Aspects of Coaching	<ul style="list-style-type: none"> <li>- Cultural differences and readiness for coaching</li> <li>- Reading between the lines without speaking native</li> <li>- Learning from other cultures</li> <li>- Power-Hierarchy-Authority in masculine vs female cultures</li> <li>- Positive influence of cultures in multinational business endeavors</li> </ul>	24
Practical Coaching Transfer & Case Study	<ul style="list-style-type: none"> <li>- Execution of 8 coaching with external clients</li> <li>- Two days of peer group InterVision (15 hours)</li> <li>- Supervision of individual coaching # Integration; live coaching with professional feedback and group feedback</li> <li>- Seminar thesis on personal reflection (written &amp; 30 min. presentation)</li> </ul>	16