



MANAGEMENT OF HUMAN RESOURCES (MHR)

Workshop 2021 - 2022

HR manager as a coach: coaching skills for HRM

ABOUT THE WORKSHOP

Corporation's challenges are day by day more complex and require a previously unknown level of flexibility adapting to continuous market and environment changes. Acting as a Business Partner, HRs are called to support who is in leadership position, as well as who is in the execution line, to achieve their highly demanding goals. This requires new competencies: for example, business sensibility, creativity, drive for results and dealing with the ambiguity in a rapid changing environment. The capability to facilitate change management and developing leaders and talents in a highly competitive marketplace became a "must-have" competency.

Coaching is a proven comprehensive approach that helps HR to answer in a respectful and efficient way to the change needs. HRs could give a better support to their "clients" using the coaching tools to develop leadership and to overcome dysfunctional organizational behaviors.

The workshop is connected to the Organizational Behavior Course

LEARNING OBJECTIVES

The program is a foundation course in coaching, designed to develop basic knowledge and skills. It imparts and models best practice, using coaching as a process for learning. It is therefore participative and practical. Core knowledge is discussed, and skill sets are demonstrated before participants work in small groups. In this way core skills and knowledge are developed, applied and so easily transferred to day-to-day situations.

The workshop is practical and participative. It introduces you to the basics of coaching, the interpersonal skills and models involved. Be prepared to actively participate!

Expected outcomes:

- Understand what coaching means, the core interpersonal skills and models
- Design, structure and implement a coaching session
- Learn and practice basic skill sets
- Self-assess, reflect on learning and develop next steps learning.

Participants are asked to be prepared to use real life situations during the practical sessions and are asked to complete reflective learning logs and assignments with an overall personal learning journal.

PROGRAMME DETAILS

- **Coaching introduction**
Definition of coaching, interpersonal skill set involved and self-assessment.
Origin and theories of coaching.
- **Coaching skills**
How to use questioning and active listening as development tools.
How people learn, coaching and communication styles.
- **The coaching conversation**
Models and approaches in coaching.
How to structure and design a coaching session.
- **Coaching tools**
Solution focused problem solving.
Fundamental coaching concepts of awareness & responsibility.
- **Leader as a coach**
Giving and receiving constructive feedback.

WHO IS IT FOR?

The workshop is dedicated to MHR' **first-year students** wishing to gain personal knowledge, understanding and skills of coaching, with a view to applying them in the workplace. The max number of participants to the workshop will not exceed 25 people, following the apply receiving order.

METHODOLOGY

COVID-19 has pushed us to use different ways to connect one to each other to work, to meet friends and relatives and for coaching as well. In the LAB we will have experience and discussion on how to design and create coaching and training session using technology to create value and not just as a surrogate of the "real life".

The workshop is geared towards adult learning and uses participatory approaches as much as possible. A variety of methodologies will be used, including lecture/presentation, discussions, debates, group work, question and answers, demonstrations, practical sessions (hands-on practice), small and large group exercises.

All participants have to be ready to actively participate to all the activity during the workshop, especially during the peers' coaching sessions.

FINAL EVALUATION

Students must demonstrate satisfactory achievement of course objectives by fulfilling the workshop activities and contributing to class discussions and critiques.

To all participants are requested to present a written report on coaching culture.

Required minimum attendance: 80% of the meetings

3 credits will be provided to students who will do the required report.

SCHEDULE:

| | |
|----------------------|-------------------------------|
| Feb 1 st | 10:30am – 12:30am (online) |
| Feb 2 nd | 10:30am – 12:30am (online) |
| Feb 15 th | 10:30am – 12:30am (online) |
| Feb 16 th | 10:30am – 12:30am (online) |
| Feb 22 nd | 10:30am – 12:30am (online) |
| Feb 23 rd | 10:30am – 12:30am (online) |
| Mar 1 st | 10:30am – 12:30am (online) |
| Mar 2 nd | 10:30am – 12:30am (online) |
| Mar 14 th | 04:30pm – 06:30pm (in person) |

Final presentation Mar 18th 04:30pm – 06:30pm (in person)

WHERE:

The link for the meetings will be sent to the participants.

HOW TO APPLY

The number of attendants is limited and will follow the application request order.

To apply please send an email within **Jan 25th 2022 to**

mhr@unimi.it

Please put in the objective line: HR as a Coach Workshop 2022

Info to include in the mail:

- ID number (matricola)
- Name/ Surname
- Master's degree program
- Year of Study