

Zertifikatsprüfungsordnung (ZPO)* & Lehrgangsbeschreibung

LEHRGANG International Coach for Business & Leadership					
I. LEHRGANGSBESCHREIBUNG					
Anbieter	Steinbeis Beratungszentrum Intercultural Academy in Kooperation mit Serious Results (www.jensdroege.de)				
Kompetenzfeld	Management X	Persönlichkeits- entwicklung X	Bildungs- Management	Gesundheit	Technologie & Digitalisierung
Durchführung	Deutschland, Österreich, Schweiz, Südtirol, ggf. englischsprachiges Ausland sowie online				
Abschluss	Diploma of Advanced Studies (DAS)	Certificate of Advanced Studies (CAS)	Diploma of Basic Studies (DBS)	Certificate of Basic Studies (CBS)	Kompaktlehrgang (MC) X
Qualifikations- ziele	Die Weiterbildung befähigt Fach- und Führungskräfte sowie Interessierte sowohl auf individueller als auch auf organisationaler Ebene professionell zu coachen und dabei Internationalität und interkulturelle Aspekte zu berücksichtigen. Die hier vermittelten Methoden haben einen starken Fokus auf Internationalität und interkultureller Kompetenz. Der Kurs betont die Notwendigkeit, Coaching in einem globalen Kontext zu verstehen / anzuwenden und ist speziell auf die Herausforderungen internationaler Zusammenarbeit zugeschnitten sind. An in-depth training including questioning, analysis, communication and self-management techniques as well as communication, reflection, and leadership instruments required in professional coaching. <u>Ablauf:</u> 4 Präsenztage + 2 Online-Module (innerhalb von 6 Monaten). Die Präsenzphasen ermöglichen direkten Austausch und praktische Übungen unter Anleitung erfahrener Coaches. Die Online-Module vertiefen der theoretischen Inhalte und bieten Austausch in virtuellen Gruppen. <u>Lernziele / Key Learnings:</u> ▪ ability to professionally coach in organizational and individual contexts ▪ how to create a safe environment in which individuals can gain a clearer self-perspective ▪ ability to identify gaps between the current state and the desired state of the client ▪ how to encourage more intentional thoughts, actions, and behavioral changes in the coachee ▪ guiding & supervising the structure, accountability, support to ensure sustained commitment ▪ develop skills to support others in the areas of individual performance, leadership, and personal development, both individually and within organizations ▪ familiarize with coaching tools and techniques and learn how to apply them according to the client's needs in international environments as well as in one-on-one settings ▪ theoretical understanding of the coaching process, including success factors and limitations ▪ understand your role as a coach within an organizational environment ▪ gain feedback and opportunity for self-reflection for personal benefit and development ▪ establish a foundation for potential self-employment or freelance work as a business coach				
Zugang	keine besonderen Zugangsvoraussetzungen (<i>außer den in der RZLG genannten</i>)				
Lehrform	physische Präsenz X	virtuelle Präsenz (online) X	E-Learning (Selbstlernen)	Peergroup- Lernen X	Sonstiges
Sprache	Deutsch, Englisch				
Leistungsnach- weis / Prüfung	Klausur (schriftlich) X	Präsentation (mündlich) X	Fallstudie (Case Study)	Transfer- arbeit	Projekt Studie (im Unternehmen)
Workload	Gesamt (Std) 190		davon Seminarzeit: 120	davon Selbstlernzeit: 30	davon Transferzeit: 40

* auf Basis der aktuell gültigen Rahmenordnung zur Durchführung von Zertifikatslehrgängen (RZLG) der Steinbeis Akademie.

II. KURSINHALTE International Coach for Business & Leadership				
MODUL	BESCHREIBUNG / LERNINHALTE	Seminar-zeit	Selbst-lernzeit	Transfer-zeit
1. Coaching in business environments	- Coaching, instrument of systematic people development - Mind setting; the importance of self-awareness, self-reflection, external perception - Excellence in the business coaching process – setting, scoping, disclosure - Coaching in complex, uncomfortable and international business situations - The effect of different business cultures	16		
2. Effective leadership by business coaching	- Leadership challenges in international environments - Importance of listening in business context - Leading by communication: effective, solution based and open-ended questions - Enabling; coaching vs. shadowing, mentoring and training “Feed forward”; providing / receiving feedback	16		
3. Enablement of Individuals, groups & teams	- Personal development: personal challenges as opportunity for growth - Individual, group & team coaching (national/cross border) - Merging different groups into one team - Handling team conflicts and team dynamics in national and international environments - Identify and manage team processes / phases	24		
4. Remote Coaching	- Possibilities of web-based coaching - Characteristics of remote 1:1 coaching - Limitations and prerequisites of remote coaching and online settings - Requirements of interventions online - Online-Coaching of virtual teams	24		
5. Multicultural aspects of coaching	- Cultural differences and readiness for coaching - Reading between the lines without speaking native - Learning from other cultures; Power-Hierarchy-Authority in masculine vs female cultures - Positive influence of culture in multinational business endeavors	24		
6. Practical transfer & Case Study	- Execution of 8 coachings with external clients - Two days of peer group intervision (15 h) - Supervision of individual coaching: live coaching with professional feedback and group feedback - Seminar thesis on personal reflection (written paper & presentation)	16	30	40