

Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should not be used to purchase course materials.

COURSE SYLLABUS

BUSI 755

ORGANIZATIONAL AND EXECUTIVE COACHING SEMINAR

COURSE DESCRIPTION

Comprehensive overview of business coaching theory, methodology and techniques, including organizational coaching theories and frameworks, coaching skills and techniques and executive coaching, resulting in an experiential and individualized leader development process that builds a leader's capability to achieve short- and long-term organizational goals.

RATIONALE

Organizational and executive coaching form the foundation of the student's ability to critically evaluate aspects of organizational culture. This is accomplished through the practical application of the methodologies, techniques, and assessments conducted within the executive coaching framework. The specific application of the coaching strategies directly supports the organization's leadership in designing and implementing programs to improve current practices.

MISSION/VISION/PHILOSOPHY

The mission of the DBA program is to provide an opportunity for qualified students to attain academic, professional, and practical competence—within the Christian worldview—which prepares students for opportunities, and corresponding additional responsibilities, beyond the master's degree level. The DBA program emphasizes practical and real-world applications in both the course work and the major applied doctoral research project requirements.

The vision of the DBA program is to produce graduates with intellectual and professional competencies in the following areas:

- the ability to present and defend arguments based on theories, concepts, and empirical evidence in matters relating to research methodology and research design, as well as those relating to the business disciplinary domain in which the research is located;
- the ability to demonstrate the capacity for reflective and analytical business thinking;
- the ability to draw together relevant concepts and theories from different business disciplines in order to gain a better understanding of the organizational context in which particular problems or opportunities arise;
- the ability to analyze problems and issues arising in business and management contexts, utilizing relevant theories, concepts, and empirical findings;
- the ability to identify and analyze questions and issues in business; and
- the ability to design, implement, and successfully conclude empirical research projects.

Each of the above will be considered in light of biblical principles, and be integrated within the Christian worldview.

The DBA program philosophy supports both the program mission and vision, and is as follows. PhD programs in business focus intensively on preparing candidates for academic careers and to conduct highly specialized academic research, i.e., the development of new theory in business and other related business fields. Doctor of Business Administration (DBA) programs focus on the application of theory rather than on the development of new theory. While also intended to prepare graduates for academic careers, the DBA, by virtue of its focus on application of theory, has more practical application in managerial settings than the PhD.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

II. REQUIRED RESOURCE PURCHASE

Click on the following link to view the required resource(s) for the term in which you are registered: <http://bookstore.mbsdirect.net/liberty.htm>

III. RECOMMENDED RESOURCE PURCHASES

American Psychological Association. *Publication manual of the American Psychological Association* (Current ed.). Washington, DC: Author.

Bergquist, W., & Mura, A. (2011). *Coachbook: A guide to organizational coaching strategies and practices*. Seattle, WA: CreateSpace Independent Publishing Platform. ISBN: 9781456562953.

Underhill, B. O., McAnally, K., & Koriath, J. J. (2007). *Executive coaching for results: The definitive guide to developing organizational leaders*. San Francisco, CA: Berrett-Koehler Publishers. ISBN: 9781576754481.

Keller, T., & Alsdorf, K. L. (2012). *Every good endeavor: Connecting your work to God's work*. New York, NY: Dutton. ISBN: 9780525952701.

Disclaimer: The above resources provide information consistent with the latest research regarding the subject area. Liberty University does not necessarily endorse specific personal, religious, philosophical, or political positions found in these resources.

IV. ADDITIONAL MATERIALS FOR LEARNING

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)
- C. Microsoft Word
(Microsoft Office is available at a special discount to Liberty University students.)

V. MEASURABLE LEARNING OUTCOMES

Upon successful completion of this course, the student will be able to:

- A. Compare and contrast the needs of the organizational culture with available executive coaching strategies while explaining why a specific strategy was selected (Synthesis, DBA PLOs 1 & 3).
- B. Evaluate the effectiveness of selected coaching strategies on organizational objectives, processes, and practices (Analysis, DBA PLO 2).
- C. Formulate relevant summary data from applications of coaching skills using his/her own reflective skills and individual ability (Evaluation, DBA PLOs 1 & 3).
- D. Integrate a biblical worldview and the course material within the context of executive organizational coaching (Synthesis, DBA PLO 4).

VI. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings and presentations
- B. Course Requirements Checklist

After reading the Course Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.

- C. Discussion Board Forums (3)

Discussion boards are collaborative learning experiences. Therefore, this course requires 3 distinct discussion forums. The specific requirements, point weightings, grading rubrics, and due dates are listed in the Course Content section of Blackboard.

- D. Thematic Integration of Faith and Learning Paper

This course requires 1 distinct paper that integrates concepts of organizational and executive coaching with a biblical worldview. The specific requirements, point weightings, grading rubrics, and due dates are listed in the Course Content section of Blackboard.

- E. ADRP Prospectus

This course requires 1 distinct research prospectus related to the student's literature review on organizational and executive coaching. The specific requirements, point weightings, grading rubrics, and due dates are listed in the Course Content section of Blackboard.

- F. Literature Review

This course requires 1 distinct literature review on concepts of organizational and executive coaching. The specific requirements, point weightings, grading rubrics, and due dates are listed in the Course Content section of Blackboard.

VII. COURSE GRADING AND POLICIES**A. Points**

Course Requirements Checklist	10
Discussion Board Forums (3 at 150 pts ea)	450
Thematic Integration of Faith and Learning Paper	140
ADRP Prospectus	200
Literature Review	200
Total	1000

B. Scale

A = 960.0–1000.0 A- = 940.0–959.99 B+ = 920.0–939.99 B = 900.0–919.99
 B- = 880.0–899.99 F = 0.00–879.99

C. Quizzes/Tests/Exams

For timed quizzes/tests/exams, the student is required to complete the quiz/test/exam within the assigned time. For the student who exceeds this time limit, a penalty of 1 point will be deducted for each minute, or part thereof, he/she exceeds the assigned time limit.

D. Disability Assistance

Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

VIII. COURSE CALENDAR

Module	Weeks	Reading & Study	Assignments	Syllabus Outcome	Points
1	1 & 2	Bergquist & Mura: chs. 1–2 Underhill et al.: chs. 1–2 1 presentation	Course Requirements Checklist DB Forum 1	A & B	10 150
2	3 & 4	Bergquist & Mura: chs. 3–4, 5 (pp. 98–120), 6 Underhill et al.: ch. 3 1 presentation	DB Forum 2 Literature Review Topic Submission	D	150 0
3	5 & 6	Bergquist & Mura: ch. 5 (pp. 122–138), appendix (pp. 285–301) Underhill et al.: chs. 5–6 1 presentation	DB Forum 3 Thematic Integration of Faith and Learning Paper	B C	150 140
4	7 & 8	Underhill et al.: chs. 7–8 1 presentation	ADRP Prospectus Literature Review	B D	200 200
				TOTAL	1000

DB = Discussion Board

NOTE: Each course module/week begins on Monday morning at 12:00 a.m. (ET) and ends on Sunday night at 11:59 p.m. (ET). The final module/week ends at 11:59 p.m. (ET) on **Friday**.