**METHODOLOGICAL RECOMMENDATIONS FOR CARRYING OUT PRACTICAL LESSONS**

**on the course of "Syllabus leadership and Supervision"**

**Educational program: 6M050300 - Psychology**

**Practical lesson 1-2**

**(topic 1)**

Leadership in history: The “great man” and his charisma

The political decline of the “great man” approach: The impact of the “great dictators”

The standardization of leadership: Personality models and their failings

The biographical approach: Looking for the roots of greatness in personal histories

The theoretical deficiency of individualistic models

The political deficiency of individualistic models

The faulty definition of leadership

Five criteria for a useful psychology of leadership

**The new psychology of leadership: identity, influence, and power (2011) S. Alexander Haslam, Stephen Reicher, and Michael Platow Ch 1**

**Practical lesson 3**

**(topic 2)**

The importance of context and contingency

The importance of followers

The importance of that “special something”

The need for a new psychology of leadership

**The new psychology of leadership: identity, influence, and power (2011) S. Alexander Haslam, Stephen Reicher, and Michael Platow Ch 2**

**Practical lesson 4**

**(topic 3)**

Social identity and group behavior

Social identity and collective power

Defining social identities

Setting the agenda for a new psychology of leadership

**The new psychology of leadership: identity, influence, and power (2011) S. Alexander Haslam, Stephen Reicher, and Michael Platow Ch 3**

**Practical lesson 5**

**(topic 4)**

The importance of fairness

From fairness to group interest

Clarifying the group interest

To engage followers, leaders’ actions and visions must promote group interests

**The new psychology of leadership: identity, influence, and power (2011) S. Alexander Haslam, Stephen Reicher, and Michael Platow Ch 5**

**Practical lesson 6**

**(topic 5)**

The complex relationship between reality, representativeness, and leadership

Social identities as world-making resources

Who can mobilize us? The importance of defining category prototypes

Who is mobilized? The importance of defining category boundaries

What is the nature of mobilization? The importance defining category content

Leaders are masters not slaves of identity

**The new psychology of leadership: identity, influence, and power (2011) S. Alexander Haslam, Stephen Reicher, and Michael Platow Ch 6**

**Practical lesson 7**

**(topic 6)**

The prejudice of leadership

The practice of leadership

The politics of leadership

**The new psychology of leadership: identity, influence, and power (2011) S. Alexander Haslam, Stephen Reicher, and Michael Platow Ch 8**

**Practical lesson 8**

**(topic 7)**

What is coaching?

The history of coaching

The seven principles of coaching

The contrast between coaching and related fields

Creating a coaching culture

1. **Julie Starr. The Coaching Manual. The definitive guide to the process, principles and skills of personal coaching ch 1**
2. **The Coaching Handbook: An Action Kit for Trainers & Managers by Sara Thorpe and Jackie Clifford ch 1**
3. **Wilson, Carol (2007) Best practice in performance coaching: a handbook for leaders, coaches, HR professionals, and organizations ch 1**

**Practical lesson 9**

**(topic 10)**

Operating principles for coaches

Maintain a commitment to support the individual

Build the coaching relationship on truth, openness and trust

The coachee is responsible for the results they are generating

The coachee is capable of much better results than they are currently generating

Focus on what the coachee thinks and experiences

Coachees can generate perfect solutions

The conversation is based on equality

Coaching principles or beliefs

1. **Julie Starr. The Coaching Manual. The definitive guide to the process, principles and skills of personal coaching ch 3**
2. **The Coaching Handbook: An Action Kit for Trainers & Managers by Sara Thorpe and Jackie Clifford ch 2**
3. **Wilson, Carol (2007) Best practice in performance coaching: a handbook for leaders, coaches, HR professionals, and organizations Ch. 2**

**Practical lesson 10**

**(topic 9)**

What does collaborative coaching mean?

Non-directive versus directive language

Attributes of a good coach

Collaborative coaching

1. **Julie Starr. The Coaching Manual. The definitive guide to the process, principles and skills of personal coaching ch 2**
2. **The Coaching Handbook: An Action Kit for Trainers & Managers by Sara Thorpe and Jackie Clifford**
3. **Wilson, Carol (2007) Best practice in performance coaching: a handbook for leaders, coaches, HR professionals, and organizations Ch. 3**

**Practical lesson 11**

**(topic 10)**

Stage 1: Clarifying Coaching Needs and Goals

Stage 2: Agreeing Specific Development Needs

Stage 3: Formulating a Detailed Plan for Coaching

1. **Julie Starr. The Coaching Manual. The definitive guide to the process, principles and skills of personal coaching ch 5**
2. **The Coaching Handbook: An Action Kit for Trainers & Managers by Sara Thorpe and Jackie Clifford ch 6-8**
3. **Wilson, Carol (2007) Best practice in performance coaching: a handbook for leaders, coaches, HR professionals, and organizations ch 4**

**Practical lesson 12**

**(topic 11)**

 Stage 4: Doing a Task or Activity

 Stage 5: Reviewing Activities and Planning Improved Performance

 Stage 6: Ending the Coaching Relationship

1. **Julie Starr. The Coaching Manual. The definitive guide to the process, principles and skills of personal coaching ch 5**
2. **The Coaching Handbook: An Action Kit for Trainers & Managers by Sara Thorpe and Jackie Clifford ch 9-11**
3. **Wilson, Carol (2007) Best practice in performance coaching: a handbook for leaders, coaches, HR professionals, and organizations ch 4**

**Practical lesson 13**

**(topic 12)**

Physical and environmental barriers

Barriers relating to the coach’s behaviour and belief

Barriers to coaching

**Julie Starr. The Coaching Manual. The definitive guide to the process, principles and skills of personal coaching ch 6**

**Practical lesson 14**

**(topic 13)**

 Third-party Initiated Coaching

 Coaching Skills

**The Coaching Handbook: An Action Kit for Trainers & Managers by Sara Thorpe and Jackie Clifford ch 12, 13**

**Practical lesson 15**

**(topic 14-15)**

Running a professional coaching practice

Marketing, Finding corporate clients, Internet marketing

Closing the deal, What to charge

Paperwork

Niche coaching

Professionalism

Mentoring and supervision, Ethics

Measurement in workplace coaching; Coaching across cultures

**Wilson, Carol (2007) Best practice in performance coaching: a handbook for leaders, coaches, HR professionals, and organizations ch 6**