

# LEADERSHIP COACHING ASSOCIATE CERTIFICATE

## Purpose

Coaching is vital in fields where performance is valued. The more outstanding a performer, the more likely they are to maintain a close partnership with a coach. The Vancouver Community College Leadership Coaching Associate Certificate program guides students through the process of achieving leadership success by fostering genuine coaching partnerships that inspire and support the exploration of new ideas while effectively utilizing peoples' creativity and ingenuity to reach organizational goals.

## Duration

This program is offered as a subset of the Leadership Certificate Program. Each course is one day (6.5 hours) in length. To complete the Leadership Coaching Associate Certificate, students must complete all six required courses.

## Learning Outcomes

Upon successful completion of this program, graduates will be able to:

1. Manage change within an organization through effective leadership that helps employees transition quickly and smoothly
2. Demonstrate effective problem-solving by developing and implementing action plans and facilitation tools
3. Identify the role of a successful facilitator and apply related skills during problem-solving sessions and team meetings
4. Use leadership skills to provide performance feedback, create a motivational workplace, delegate work, and solve problems
5. Analyze communication patterns in leaders and followers to enable more effective responses in diverse work environments
6. Apply learned measures, skills, and techniques to build workplace synergy and identify and resolve key team concerns
7. Demonstrate leadership coaching skills
8. Describe essential steps in coaching process and conduct a coaching discussion to improve or sustain performance
9. Use systematic approach to coach different learning styles
10. Gain and practice skills to create team coaching environment

## Admission Requirements

Vancouver Community College is a post-secondary institution committed to educating adult learners. Applicants should be 18 years of age or older or a graduate of a secondary school.

## Program Requirements

Code	Title	Credits
LEAD 1115	Coaching For High Performance	1
LEAD 1116	Essential Lead Coach Skills	1
LEAD 1117	Skill Coaching	1

LEAD 1118	Coaching Next Level	1
LEAD 1120	The Coach's Toolkit	1
LEAD 1121	Team Coaching	1
<b>Total Credits</b>		<b>6</b>

This guide is intended as a general guideline only. The college reserves the right to make changes as appropriate.

## Evaluation of Student Learning

Evaluation of each course is determined by the instructor and may include practical assignments, projects, or reflections.

Students who successfully complete their assignment will receive an "S", indicating satisfactory performance in accordance with departmental evaluation procedures.

Students must achieve an "S" in each course to receive their Leadership Coaching Associate Certificate.

## Prior Learning Assessment and Recognition (PLAR)

Prior learning assessment and recognition is not available for this program.

## Transcript of Achievement

The evaluation of learning outcomes for each student is prepared by the instructor and reported to the Student Records Department at the completion of semesters.

The transcript typically shows a letter grade for each course. The grade point equivalent for a course is obtained from letter grades as follows:

## Grading Standard

Grade	Percentage	Description	Grade Point Equivalency
A+	90-100		4.33
A	85-89		4.00
A-	80-84		3.67
B+	76-79		3.33
B	72-75		3.00
B-	68-71		2.67
C+	64-67		2.33
C	60-63		2.00
C-	55-59		1.67
D	50-54	Minimum Pass	1.00
F	0-49	Failing Grade	0.00
S	70 or greater	Satisfactory – student has met and mastered a clearly defined body of skills and performances to required standards	N/A

U	Unsatisfactory – student has not met and mastered a clearly defined body of skills and performances to required standards	N/A
I	Incomplete	N/A
IP	Course in Progress	N/A
W	Withdrawal	N/A
<b>Course Standings</b>		
R	Audit. No Credits	N/A
EX	Exempt. Credit Granted	N/A
TC	Transfer Credit	N/A

## Grade Point Average (GPA)

1. The course grade points shall be calculated as the product of the course credit value and the grade value.
2. The GPA shall be calculated by dividing the total number of achieved course grade points by the total number of assigned course credit values. This cumulative GPA shall be determined and stated on the Transcript at the end of each Program level or semester.
3. Grades shall be assigned to repeated courses in the same manner as courses taken only once. For the purpose of GPA calculation of grades for repeated courses, they will be included in the calculation of the cumulative GPA.