LEADERSHIP COACHING CERTIFICATE

Purpose

Effective leaders motivate using strong coaching skills. VCC's Leadership Coaching Certificate program teaches leaders how to connect with and manage their teams, enabling them to identify goals and priorities while working through obstacles to reach those goals.

Leadership coaching connects leadership development with team management strategies to help achieve goals and objectives. Developing skills that are transferable to any environment or organization, students learn to manage and motivate while capitalizing on peoples' unique creativity and ingenuity to build effective success strategies.

Duration

VCC's Leadership Coaching Certificate consists of 12 one-day courses.

Learning Outcomes

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

1. Manage reaction to change to better lead the change process and help employees transition quickly and smoothly

2. Demonstrate the steps in problem-solving by developing and implementing action plans and facilitation tools

3. Identify the role of a successful facilitator and apply skills in 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 both leaders and followers to help enable more effective responses in a diverse work environment

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 the coaching process and conduct a coaching discussion to improve or sustain performance

9. Use a systematic approach to coach different learning styles

10. Gain and practice skills to create a 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 1102	Managing Change	1
LEAD 1104	Problem Solving Action Plan	1
LEAD 1108	Facilitation Skls Team Leader	1
LEAD 1111	Stepping Up To Leadership	1
LEAD 1112	Using Leadership Language	1
LEAD 1113	Building A Productive Team	1
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
Total Credits		**12**

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

Evaluation of Student Learning

Participants are evaluated on the basis of an assignment and/or in-class work.

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

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

In order to receive a Leadership Coaching Certificate, students must achieve an "S" in each course.

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
Course Standings			
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.