



UNIVERSITÀ
CATTOLICA
del Sacro Cuore

IB/CM330 – Leadership Coaching: Bringing Potential to the Stage of Work

PROF. BRIAN GROVES

COURSE DESCRIPTION

The course uses four characters taken from dramatic texts belonging to the canon of European drama as coaching clients to answer the following key question: "What input can these characters offer us for the world of work?"

The course draws on a series of training and coaching concepts to provide an innovative perspective on leadership. At the centre of the course are people skills. Though these are soft skills their impact is often noticeable at a business level.

Course objectives can be synthesized as follows:

- Recognize the relationship between theatre and work dynamics;
- Embrace the idea of being authentic in any role undertaken;
- Get acquainted with the idea 'We are all leaders of ourselves';
- Understand the impact coaching can have on workplace performance;
- Explore leadership qualities required for the ever-changing world of work.

COURSE CONTENTS

- The relevance of drama to work: Theatre Code of Ethics applied to the workplace
- Introduction to coaching: using potential
- Fulfillment coaching: self-confidence, values mining
- Balance coaching: goal setting, achieving success
- Soft skills development: skills overview, conscious competence learning
- Process coaching: listening, conflict resolution
- Personal effectiveness: SWOT analysis, positive mental attitude at work
- Leadership qualities for today and tomorrow

PREREQUISITES

The course is an introduction to coaching and leadership and does not require any previous knowledge of these subjects. Curiosity towards 'bringing our potential to all we do' will be a facilitating factor in obtaining the most from the sessions.

METHOD OF TEACHING

Together with traditional front-of-room lectures with MS PowerPoint input, the learning process is supported by stimulating experiential learning and interactive coaching exercises, small group work, pair work and group discussions.



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COURSE REQUIREMENTS

Students are required to:

- a) Attend regularly and actively participate in the class sessions;
- b) Be punctual to maximize the learning time available;
- c) Present a five-minute end-of-course presentation, highlighting a real person or imaginary figure (from literature, theatre, music, cinema, television or the business world) who represents a point of reference regarding values and characteristics for the world of work;
- d) Take an end-of-course oral exam.

CREDITS

6 ECTS

GRADING

Attendance and class participation	10% of final grade
Class presentation	30% of final grade
Final oral exam	60% of final grade

COURSE READINGS AND MATERIALS

Essential reading list:

Groves Brian, Training through drama for work (EDUCatt publication)

Pirandello Luigi, Sei personaggi in cerca d'autore (Six Characters in Search of an Author)

Machiavelli Niccolò, La Mandragola (The Mandragola)

Eliot T. S., Murder in the Cathedral

Shakespeare William, The Merchant of Venice

Material for the coaching exercises will be provided in class. Course slides will be available on Blackboard.

INSTRUCTOR BIO

Brian Groves Brian Groves DipM MCIM Chartered Marketer, CTI-trained Co-Active Coach, Freelance Trainer and Author has supplied to date over 15,000 hours of professional and personal development to a portfolio of corporate and individual clients.

Past clients include: ARCA SGR SpA, Compaq Computer SpA, Credit Suisse First Boston, Dell SpA, Escada Italia Srl, Fideuram Capital SpA and Luxottica Group SpA.



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As an Adjunct Professor, in addition to the course Personal marketing: performance skills at work, Brian teaches the Università Cattolica's International Curriculum graduate course Leadership coaching: bringing potential to the stage of work.

Between 2009 and 2018, he taught the postgraduate interfaculty (Arts and Philosophy, Economics) course Training through drama and coaching for work as part of the Università Cattolica's Corso di Laurea Magistrale CIMO offering.

In 2012, as a Visiting Professor, he taught his course at the Pontifical University of John Paul II in Krakow, Poland.

Born in Brighton, England, he started his career in the corporate worlds of London and Brighton, working in finance and banking. Putting aside the suit and tie, he then experienced a different perspective of life as a kibbutz volunteer, based near Haifa, Israel, for six months.

After residing in Milan for many years, he currently lives in Modena, Italy. A passion for music, sport and the theatre, examples of channelling the power of preparation and practice into peak moments of performance, have accompanied him throughout his journey to now.

To date, he has published 20 books uniting coaching, performance and work, plus more recently, inspirational poetry. A keen blogger, Brian's 1,000+ postings regarding professional and personal development can be read at <http://bgdtcoaching.wordpress.com> and feel free to connect with him on Twitter and Instagram: @bgdtcoaching

E-MAIL ADDRESS

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