

Subject card

Subject name and code	Coaching, PG_00156161						
Field of study	Sport Management						
Date of commencement of studies	October 2024		Academic year of realisation of subject			2026/2027	
Education level	Bachelor's studies		Subject group			Obligatory subject group in the field of study	
Mode of study	full-time studies		Mode of delivery			at the university	
Year of study	3		Language of instruction			Polish	
Semester of study	6		ECTS credits			2.0	
Learning profile	academic		Assessment form				
Conducting unit	Zakład Zarządzania Zasobami Ludzkimi -> Department of Organisation and Management -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Tomasz Kawka				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	15.0	0.0	0.0	0.0	15
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	15		11.0		24.0	50
Subject objectives	Providing basic knowledge about coaching, the structure of conducting a coaching session, coach work standards, the code of ethics in the work of a coach. Indicating the place of managerial coaching in a sports organization, showing the role of the manager-coach as an entity enriching the work environment in sports. Participants practice basic coaching skills useful in the work of a manager based on the presented models. Participants practice conducting coaching conversations and improve providing feedback in the context of conducting coaching sessions. Providing knowledge about the importance of talents and talented employees in managing sports teams. Paying special attention to investments in the human capital of individual and team sports players, highly talented employees in influencing the motivation and effectiveness of the work team.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZSSML3_K05] The student is ready to correctly evaluate phenomena and clearly justify his position through rational, logical and entrepreneurial use of knowledge - basing his assertions and decisions on the analysis of received information.	Has the ability to assess the situation and implement appropriate coaching methods and techniques through a rational, logical and enterprising way of using knowledge.	[SK2] presentation/project/paper/report
	[ZSSML3_U10] The student can prepare written works and multimedia presentations on specific issues in the field of management and quality studies, present them and lead discussions in Polish and foreign languages.	Has the ability to prepare a coaching session plan, analyze detailed issues in terms of individual and group needs, both in Polish and a foreign language.	[SU2] presentation/project/paper/report
	[ZSSML3_U04] The student is able to use the acquired knowledge of management science and quality in professional practice.	Is ready to take up assistantship in conducting coaching sessions in sports clubs	[SU2] presentation/project/paper/report
	[ZSSML3_W05] The student knows the relationships that occur between organizations of the sports market (including forms of interaction between business entities in the market) and between the organization and the individual, in particular the employee and the customer.	Knows the basic assumptions and relationships of people's behavior in the process of individual and group coaching	[SW4] test/exam - oral or written
	[ZSSML3_W01] The student as advanced knowledge in the discipline of management and quality sciences and understands its interrelationship with other social sciences.	Has knowledge of the conditions and methods of employee development based on the coaching approach in the sports and business environment	[SW2] presentation/project/paper/report
	[ZSSML3_W04] The student has advanced knowledge of the enterprise's environment, its factors and changes occurring in this area, and the relationship, importance and impact of the environment and stakeholders on the operation of the enterprise and sports club. The student knows advanced methods of diagnosing macro- and micro-environment.	Has knowledge of the organizational and business conditions of conducting coaching sessions in the competitive sports environment	[SW4] test/exam - oral or written
	[ZSSML3_K02] The student is aware of the need to supplement and expand the acquired knowledge and skills and strives to combine knowledge from different fields and disciplines of science interdisciplinarily.	Is aware of and motivated to deepen the latest trends in the functions, methods and goals of sports coaching	[SK8] observation of student's independent or team work
	[ZSSML3_K06] The student is ready to work in, co-create or manage a group. The student is able to think and act in an entrepreneurial manner.	Able to conduct coaching sessions in a group and understands the needs of the group in terms of coaching support	[SK1] oral statement/conversation/discussion
	[ZSSML3_K01] The student is aware of the depreciation of knowledge over time and understands the need for lifelong learning and deepening of knowledge in both academic and non-academic modes.	Is aware of employee development through coaching activities	[SK4] test/exam - oral or written

Subject contents	1. Introduction to coaching interactive form of classes with workshop elements: Definition and basics of coaching Structure and process of a coaching session Standards and work ethics in coaching ICF code of ethics Tools used in coaching 2. Managerial coaching workshop classes: Place and practice of managerial coaching in a sport organization Building relationships in coaching Constructing coaching challenges Communication and management style in a coaching style Manager as a coach Scope and boundaries of coaching in the relationship between co-workers resulting from the organizational structure		
Prerequisites and co-requisites	None		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	presentation/ own performance	51.0%	25.0%
	test	51.0%	75.0%
Recommended reading	Basic literature	- Czarkowska, L.D. (red.) (2011). <i>Coaching katalizator rozwoju organizacji</i>, Warszawa: New Dawn - Sidor-Rządkowska, M., (red.) (2009). <i>Coaching. Teoria, praktyka, studia przypadków</i>, Kraków: Oficyna Ekonomiczna - Scoular, A. (2014). <i>Coaching biznesowy</i>, Sopot: Wyd. GWP. - Szmidt, H. (2012) <i>Coaching Line</i>. Rzeszów: Wydawnictwo Oświatowe FOSZE - Whitmore, J. (2011) <i>Coaching . Trening efektywności</i>. Warszawa: G+J Gruner+Jahr Polska - Modrzejewska I (2016) <i>Budowanie marki osobistej pracownika</i>, Zarządzanie w XXI wieku. Koncepcje organizacji przyszłości, Wyd. WSGE Józefów 2011 - Szewczyk A., <i>Sztuka prowadzenia dialogu w coachingu</i>, w: <i>Coaching jako konstruktywny dialog</i>, red. L. Czarnkowska, Poltext, Warszawa 2015	
	Supplementary literature	- Nieckarz, Z., Celińska- Nieckarz, S., Godlewska-Werner, D. (2013). <i>Psychologia coachingu biznesowego</i>, Gdańsk: HARMONIA UNIVERSALIS. - Wilson, C. (2007). <i>Coaching biznesowy. Praktyczny poradnik dla coachów, menedżerów i specjalistów HR</i>. Warszawa: MT Biznes. - Czarkowska, D. L. (red.) (2012). <i>Coaching jako wskaźnik zmian paradygmatów w zarządzaniu</i>. Warszawa: Poltext	
	eResources addresses	Adresy na platformie eNauczanie:	
Example issues/ example questions/ tasks being completed	1. What are the functions of individual and team coaching 2. What are the differences between the approach to sports and business coaching 3. What are the main coaching methods and techniques used in sports task teams 4. Coach characteristics - advantages and disadvantages		
Work placement	Not applicable		

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