



hugenote kollege

Waar Christenwees grondvat in opleiding

School of Social Innovation

Mentoring and Coaching, Personal Mastery and Emotional Intelligence for Social Business

YOU ARE, BECAUSE OF OTHER PEOPLE.

BE THE BEST YOU CAN BE.



EMOTIONAL INTELLIGENCE IS THE KEY TO BEING A STAR PERFORMER.



Mentoring and Coaching, Personal Mastery and Emotional Intelligence for Social Business aims to equip students with the competence to handle themselves and others with the help of personal mastery, emotional intelligence, mentoring and coaching practices to sustain social businesses.

Clutterbuck, D & Megginson, D, Mentoring Executives and Directors (1999) page 3 said **mentoring** is: “Off-line help by one person to another in making significant transitions in knowledge, work or thinking.”

Eric Parsloe, The Manager as Coach and Mentor (1999) page 8 said **coaching** is: “A process that enables learning and development to occur and thus performance to improve. To be successful a Coach requires knowledge and understanding of process as well as the variety of styles, skills and techniques that are appropriate to the context in which the coaching takes place.”

Personal mastery can be **defined** as **personal** growth through principles of purpose, vision, belief, commitment and knowing yourself. Hold creative tension between your vision and your current reality.

Emotional intelligence (otherwise known as **emotional quotient** or **EQ**) is the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges, and defuse conflict.

The following topics will be covered:

Topic 1: Mentoring and Coaching for Social Business

- Challenges faced and overcome through mentoring and coaching.
- Concepts: The Related Theory for Mentoring and Coaching.
- Competencies: Mentoring and coaching skills, attitudes, and knowledge. ethics and ethical behaviour in the mentoring and coaching environment.

Topic 2: Personal Mastery: From Analysis to Action

- The inside out approach from first to understand then to be understood.
 - Drawing forth a personal vision
 - Self-directed learning
 - Inner Game
- Appreciative Inquiry: focus on what is working well.
- Mindful compassion

Topic 3: Emotional Intelligence

- Self-Awareness: know your emotions.
- Social Awareness: recognise and understand other people's emotions.
- Relationship management
- Self-Management: manage your own emotions and motivate yourself.

Topic 4: Resonant Leadership for Success.

- The role of emotional intelligence in successful social businesses.
- Conclusions: Sharing personal mastery journey
- Presentations on learning journeys: Who you are and what you want to be.

After completion of the course the student will be able to:

- Identify and describe the contexts of mentoring and coaching for social business;
- Critically evaluate the theoretical concepts of mentoring and coaching in a social business context;
- Interpret global and local challenges for mentoring and coaching in social business;
- Explore and develop mentoring and coaching competencies, highlighting the issues of ethics and ethical behaviour;
- Explore effective and ethical personal mastery for social business;
- Create organisational structures to assist personal mastery as part of innovative social business planning;
- Analyse and utilise emotional intelligence to enhance management techniques and leadership competencies for social business; and
- Identify and critically evaluate an own learning journey.

Distance Learning Delivery

In the distance learning delivery approach, the course is presented via the “MyNotes” Student Portal of Huguenote Kollege in a programme that will require guided self-study from participants. The time required for this self-study delivery will be 40 hours and requires an in-depth engagement with all the material supplied. The self-study on MyNotes will be linked to three four-hour Zoom-based teaching sessions that require compulsory attendance by participants. The prescribed compulsory assessments will require further study and reading of 30 hours. The duration of the course therefore adds up to 90 hours and is delivered in the manner set out above.

Assessment methods

- Individual assignment (40%);
- One Individual open-book three (3) hour end of module examination (40%);
- Personal Mastery individual leadership journey exercise (15%); and
- Class group presentation (5%).