**THE PSYCHOLOGY OF LEADERSHIP & COACHING (5 EC)**

*Integrating Knowledge, Skills, and Self-Awareness in Leadership and Coaching*

**Course Description**

Leadership is one of the core theories in industrial and organizational (I/O) psychology. Leadership styles and the impact on followers and their performance is well-researched. However, both new theories and new insights in classic theories make this field as one of the most inspiring and lively ones within the field. Next to the impact of the leader on the follower, new theories focus on the interaction between leader and followers and the potential negative sides of destructive leadership. Executive coaching is a promising tool to increase leadership effectiveness. In contrast to leadership, the fundaments of coaching are directly inspired by practice. This implies that the empirical field is still very young and immature. However, the link with leadership is evident since many employees expect coaching competencies from their leader in terms of feedback and support in their professional development. Also, a good coach has to have important leadership qualities as well. For example, to stress and develop the strengths of people or to inspire people to challenge themselves toward good performance.

In this course, we take a holistic approach that goes beyond acquiring theoretical knowledge, emphasizing personal development, practical coaching skills, and the psychological foundations of effective leadership. Therefore, the set-up of the course is blended in such a way that besides the theoretical parts of leadership and coaching, there is also a practical component to it. Coaching originates from the work (and sports) field, and is besides an interesting concept, also something you need to practice in order to develop your skills. This blended course aims to find the optimal balance between theory and practice.

**Learning Goals**

* At the end of the course the student has profound knowledge in the domains of leadership and coaching.
* At the end of the course the student realizes the importance of empirical evidence for effectiveness of all constructs that are common practice in the work field.
* At the end of the course the student realizes the importance of theories and models of this psychological discipline for applied psychology.
* At the end of the course the student is able to apply the theoretical concepts discussed in this course to issues surrounding leadership and coaching in the workplace.
* At the end of the course the student knows the basis coaching skills and had the opportunity to bring them into practice.
* At the end of the course the student is aware what is needed to become a good coach and reflects whether this matches their own skills, competencies and interests.