



## MANAGEMENT OF HUMAN RESOURCES (MHR)

### MHR Workshop 2022 - 2023

#### HR manager as a coach: coaching skills for HRM

Facilitator: Edoardo Gironi, MSc Executive Coach

#### ABOUT THE WORKSHOP

Corporation's challenges are day by day more complex and require a previously unknown level of flexibility in adapting to continuous market and environment changes. Acting as a Business Partner, HRs are called to support who is in a leadership position, as well as who is in the execution line, to achieve their highly demanding goals. This requires new competencies: for example, business sensibility, creativity, drive for results and dealing with ambiguity in a rapid changing environment. The capability to facilitate change management and develop leaders and talents in a highly competitive marketplace became a "must-have" competency.

Coaching is a proven comprehensive approach that helps HR to answer in a respectful and efficient way to the change needs. HRs could give better support to their "clients" using coaching tools to develop leadership and overcome dysfunctional organizational behaviours.

The workshop is connected to the Organizational Behaviour Course.

#### LEARNING OBJECTIVES

The program is a foundation course in coaching designed to develop basic knowledge and skills. It imparts and models best practices, using coaching as a process for learning. It is, therefore, participative and practical. Core knowledge is discussed, and skill sets are demonstrated before participants work in small groups. This way, core skills and knowledge are developed, applied, and easily transferred to day-to-day situations.

The workshop is practical and participative. It introduces you to the basics of coaching, the interpersonal skills and models involved. Be prepared to participate actively!

Expected outcomes:

- Understand what coaching means, the core interpersonal skills and models
- Design, structure, and implement a coaching session
- Learn and practice basic skill sets
- Self-assess, reflect on learning and develop the next steps learning.

Participants are asked to be prepared to use real-life situations during the practical sessions and to complete reflective learning logs and assignments with an overall personal learning journal.

## PROGRAMME DETAILS

- **Coaching introduction**  
Definition of coaching, interpersonal skill set involved and self-assessment.  
Origin and theories of coaching.
- **Coaching skills**  
How to use questioning and active listening as development tools.  
How people learn, coaching and communication styles.
- **The coaching conversation**  
Models and approaches in coaching.  
How to structure and design a coaching session.
- **Coaching tools**  
Solution-focused problem solving.  
Fundamental coaching concepts of awareness & responsibility.
- **Leader as a coach**  
Giving and receiving constructive feedback.

## WHO IS IT FOR?

The workshop is dedicated to MHR' **first-year students** wishing to gain personal knowledge, understanding and skills of coaching, with a view to applying them in the workplace. The max number of participants in the workshop will not exceed 20 people following the apply receiving order.

## METHODOLOGY

COVID-19 has pushed us to use different ways to connect to each other to work, to meet friends and relatives and for coaching as well. In the LAB we will have experience and discussion on how to design and create coaching and training sessions using technology to create value and not just as a surrogate of the "real life".

The workshop is geared towards adult learning and uses participatory approaches as much as possible. A variety of methodologies will be used, including lectures/presentations, discussions, debates, group work, question and answers, demonstrations, practical sessions (hands-on practice), small and large group exercises.

All participants have to be ready to actively participate in all the activities during the workshop, especially during the peers' coaching sessions.

## FINAL EVALUATION

Students must demonstrate satisfactory achievement of course objectives by fulfilling the workshop activities and contributing to class discussions and critiques.

At the end of the workshop, the students have to write a project related to an aspect of the HR coaching skills.

**3 credits** will be awarded to all students who have attended at least 80% of the meetings, prepared the required project, and participated in the final presentation.

**SCHEDULE:**

<b>Tue 7 feb</b>	<b>9:30</b>	<b>13:00</b>	<b>F2F (i.e., in-person)</b>
<b>Tue 14 feb</b>	<b>9300</b>	<b>13:00</b>	<b>F2F</b>
<b>Tue 21 feb</b>	<b>9300</b>	<b>13:00</b>	<b>F2F</b>
<b>Tue 28 feb</b>	<b>9:30</b>	<b>13:00</b>	<b>F2F</b>
<b>Tue 7 mar</b>	<b>9:30</b>	<b>13:00</b>	<b>F2F</b>

**WHERE:**

The F2F meetings will be at “Aula Seminari Conservatorio” (Seminar room Conservatorio) - building 1, at the first floor, Conservatorio street, 7.

**HOW TO APPLY**

**The number of attendants is limited and will follow the application request order.**

**To apply, please send an email by Jan 25<sup>th</sup> 2023, to**

edoardo.gironi@ciupi.it

c.c.: mhr@unimi.it

**Please put in the objective line: HR as a Coach Workshop 2023**

**Info to include in the mail:**

- ID number (matricola)
- Name/ Surname
- Master’s degree program
- Year of Study