



**WBS** Wits  
Business  
School  
*Sculpting global leaders*

# LEADERSHIP COACHING INITIATIVES FOR MBA STUDENTS AT THE WBS

VIVEKA CHRISTIERSON

## MBA LEADERSHIP COACHING AT THE WBS

- An integral part of the MBA Students' Personal Leadership Course
- Started in 2009
- Coaching replaces one day in the classroom
- Four individual coaching session with two to three week intervals between each session
- MBA Alumni Coaches
  - Volunteers
  - Certificate Programme in Leadership Coaching (CPLC)

## CPLC COURSE OBJECTIVES

“The objectives of this certificate is twofold:

To ensure quality control of the coaching offered by alumni to the WBS students

and

To equip former graduates with competencies that can enhance their own careers and employability

## OVERVIEW OF CPLC

- Leadership Workshop
- Leadership Theory
- Individual Meaning and Purpose
- Effective Coaching One
- Effective Coaching Two
- Effective Coaching Three
- Leadership Coaching

## MBA PERSONAL LEADERSHIP PROGRAMME

- Personal Leadership Workshop
- Personal Leadership Coaching Briefing
- Four Leadership Coaching Sessions

## MBA PERSONAL LEADERSHIP WORKSHOP

- Leadership Styles
- Management versus Leadership
- Harvard Business Case
- Dynamic Model of Leadership
- Management Simulation Exercise
- Self-Managed Learning and Development
- Facilitated Feedback in Syndicate Groups
- Learning Objectives

## MBA PERSONAL LEADERSHIP COACHING BRIEFING

- MBA Leadership Coaching
- What is Coaching?
- Ground Rules
- Personal Leadership Workbook

## WHAT IS COACHING?

- It is about having a conversation focused on the coaching client
- It is about being an intelligent listener
- It is more about asking the right questions than providing the answers
- It is about helping the client gain self-insight
- It is about supporting an individual's learning and development
- It is ultimately about assisting someone to achieve their full potential

## RESEARCH

As this is a new development at the WBS and internationally, on-going research on this programme is of essence. Our research is focused on the benefits derived by the students from the Leadership Coaching Programme as well as establishing what would constitute best practice in offering this programme at the WBS or elsewhere.

We hope to soon be able to share our learning and insights with other Business Schools in Africa and Internationally.