

AT CROSSROADS IN YOUR CAREER?

## TRANSFORM YOUR CAREER WITH IBA ADVANTAGE

South Asia's Premier Business School

**Dream. Learn. Discover.**

# Human Resource Management

**CODE: HRM 560**

## COACHING, COUNSELING, MENTORING & CONSULTING

### COURSE DESCRIPTION:

An organization would not be an exciting place to work without people who are prepared to consciously take on the established system and make it even better. They are the principal actors in any organizational development effort. Although they may not always realize it, these individuals are the internal change agents and could be line

Managers, staff department heads or some special assignment team leaders who have the ability to influence the process. They assume different roles to influence e.g. coach, counselor, mentor and/or consultant.

### LEARNING OUTCOMES:

- Understand the role of coach, counselor, mentor and consultant
- Realize the role expectations
- Discuss and develop the acumen to understand what kind of individuals fit into these roles.
- Know the characteristics and skills critical to play above mentioned roles.
- And responsibilities?
- How come 'discuss' is an outcome of the elective?

## COURSE CONTENTS:

- Identification of an individual who can work as a coach, counsel, mentor or consultant
- Process of allocation of individual who needs help
- HRD Structure the model – volunteer system
- Follow up and appraisal
- How change agents:
  - ◊ Help individuals develop clear agendas for change
  - ◊ Individuals learn by doing, therefore HRD model should be based upon action projects, put individuals into these programs and ensure they experience success which will give them self-confidence.
- Some critical skills required for an internal volunteer that should be developed through continuous formal training, structured evaluation on predefined management key performance indicators (KPIs).
- Importance of an executive coach or mentor for senior management
- Role of coaching, mentoring and counseling for future leader pipeline development.
- Not clear
- Whose appraisal by whom?
- What is the concept or theory behind this content?
- What about two other roles of counselor and consultant?
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## ELIGIBILITY:

- 16 Years education with three year's post qualification work experience
- 14 years education with six year's post qualification work experience
- In any subject from HEC recognized university

## SCHEDULE:

Total 12 classes (3 hour each week) on weekends from 29th August 2015 to 20th December 2015

## FEEES:

PKR 40,000/participant

Includes Mid-Terms & Final Exams, 3 Credits & IBA Certificate (Does not include Course Material)

## FOR REGISTRATIONS:

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