EXECUTIVE COACHING AND CONSULTATION (EXCC)

EXCC 600  Personal Development Skills Process Group  3 Units
Students will participate in a process group training experience led by a
teaching faculty facilitator. Students will grow in the critical relational skills
that are necessary to counsel effectively, have vulnerable interaction and
receive targeted feedback from members. Students will have a place
for personal character development. This accelerated 2-week course
includes 4 days on the Concordia University Irvine campus. This course is
offered in the following grade mode: Pass/No Pass.

EXCC 602  Building Healthy Culture and Performance  3 Units
The various aspects of organizational structure will be explored. Students
will learn how leaders create a healthy culture that drives individual,
team and organizational performance. Various drivers and obstacles
to performance will be discussed along with strategies to enhance
performance.

EXCC 604  Leading Change and Motivation  3 Units
The major drivers or inhibitors of motivation and organizational change
will be explored. Students will learn the leadership competencies
to provide rapid, profound and sustainable change. This course will
also focus on how to assess and make structural changes in the
organization's culture that make change easier.

EXCC 607  Group Coaching  3 Units
This course will enable students to effectively coach and lead groups of
people. Fundamentals of group dynamics will be the foundation for the
learning. In addition, students will set up and lead their own groups and
obtain feedback from their peers and professor. Additionally, students will
interview coaches who have successfully integrated group coaching into
their practices.

EXCC 609  Advanced Theories in Organizational Design and
Development  3 Units
This is an advanced course on ways organizations are designed that
impact strategy, leadership talent, culture, performance, and change
either positively or negatively. Students will understand the various
components of organizational processes that reflect and reinforce
healthy organizational design. They will develop the skills to evaluate
organizational design and how to develop it to ensure governance and
management processes align power effectively, engage the right people
and increase the capabilities of being a "learning organization" that is
optimized for peak-performance.

EXCC 612  Executive Coaching and Character Development  3 Units
The study of history, professional roles, ethics and responsibilities of the
coaching profession. Students will learn the Townsend character-based
model as it applies to coaching. This course includes how to establish
the professional coaching agreement, the distinction from consulting and
psychotherapy and making referrals to other support professionals.

EXCC 613  Developing the Executive Coaching Relationship  3 Units
Students will learn the skills to create a coaching relationship that
establishes trust, understanding, acceptance and active exploration of
the underlying issues driving performance. These interpersonal skills
include attunement, immediacy, confrontation, powerful questioning
and observation of themes. The course includes assessing the client's
character structure and strengths, designing actions, planning and
goal setting and managing progress and accountability. Prerequisite:
EXCC 600 (concurrent enrollment allowed).

EXCC 614  Advanced Executive Coaching  3 Units
Students will develop advanced executive coaching skills by having a
client experience that simulates an actual engagement. This process will
begin with a proper organizational kick-off meeting, include client intake,
coaching attunement and discussion, and end with evaluation of the
coaching. In addition, the student will experience coaching supervision.
This course will also explore many distinct psychological presentations
that executive coaches experience in their work. Prerequisite: EXCC 600
(concurrent enrollment allowed).

EXCC 615  Creative Strategy Building  3 Units
Students will learn the significant role strategy plays in implementing the
mission, values and vision of an organization. They will understand the
various elements of an effective strategy. Students will develop skills to
work with clients and organizations to build effective strategy that leads
to high performance. Prerequisite: EXCC 600 (concurrent enrollment
allowed).

EXCC 616  Presentation and Training Skills  1 Unit
Students will develop the ability to translate their training content into an
engaging presentation that leads to high level learning. This includes the
most recent presentation technology. Students will apply learning theory
(with a special focus on experiential) to developing a training format
which results in transformative and long lasting changes.

EXCC 617  Advanced Consultation Skills  3 Units
Students will be exposed to a suite of consulting skills broadly applicable
across business functions, across industries, and valuable in corporate
strategy assignments, business development and entrepreneurship.
Students will have hands-on practice and real-time feedback. They will
have opportunities to exercise and hone the skills they are learning.
Prerequisite: EXCC 600 (concurrent enrollment allowed).

EXCC 618  Internship: Executive Coaching and Consultation I  1 Unit
Students will practice and provide a variety of executive coaching and
consultative services in a business or nonprofit setting. This internship
requires a minimum of 25 direct client contact hours with at least five
different people. This internship includes regular individual and group
coaching mentoring from a University professor and/or site supervisor.
This course is offered as Pass/No Pass. Prerequisites: EXCC 613 and
EXCC 614 and EXCC 617.

EXCC 618E  Internship Extension: Executive Coaching and Consultation
I  1 Unit
This course is for students not successfully completing EXCC 618. This
course is offered as Pass/No Pass.

EXCC 619  Internship: Executive Coaching and Consultation II  1 Unit
Students will practice and provide a variety of executive coaching and
consultative services in a business or nonprofit setting. This internship
requires a minimum of 25 direct client contact hours with at least five
different people. This internship includes regular individual and group
coaching mentoring from a University professor and/or site supervisor.
This course is offered as Pass/No Pass. Prerequisites: EXCC 613 and
EXCC 614 and EXCC 617.

EXCC 619E  Internship Extension: Executive Coaching and Consultation
II  1 Unit
This course is for students not successfully completing EXCC 619. This
course is offered as Pass/No Pass.
EXCC 620  Executive Coaching and Consultation Capstone  3 Units
The course is focused on student scholarship. Students will write a scholarly article or do research that could be accepted and presented at a scholarly meeting or submitted to a peer reviewed journal. Students will have multiple communication opportunities with their professor relating to their project and during the writing process. Research and scholarly writing skills will be taught. This course will also prepare students in taking next steps in their career. Graduation Application Fee: $185.
Prerequisites: EXCC 613 and EXCC 614 and EXCC 617.