

# **Workshop 11**

## **Session's theme: Guidance and counseling**

**Paper number:** 6

**Presenters:** Nova Ambachtsheer- van Schijndel, Katrien Bruinsma

**Presenters' Organisation:** NHTV

**Session's chair:** To be announced later.

## **Session title: Pedal to the Metal; starting a study AND enjoying it!**

### **Abstract:**

The workshop consists of a short introduction to the topic, and will continue with some exercises to let the participants experience the activating coaching sessions. The maximum amount of participants is 20. The Study Career Coaching program is part of the curriculum of our Academy, and it is based on the theory of "social constructivism" and "solution focused approach". The relevance for a European audience lies in the fact that this course's main goal is to develop self-management skills within our students, which enables them to conduct "life long learning" which is one of the spearheads of the European Union.

The course I developed is created from competency based learning, combined with solution focused coaching. The academy uses this definition for "a competency"; The capability in a given (work) situation and particular professional role, to adequately handle or deliver the desired result based on knowledge, skills and attitude. The level of competency development is measured on three levels; operational, tactical and strategic level of performance. Students are assigned to study career coaches, staff members trained to coach and train students in self-management skills.

The course is spread out over 4 years, with a more supply driven approach in the first year, working to a demand driven approach in the graduation phase. In the first year, tools are introduced to the students. These tools are helpful to reflect own behavior, and will enable the student to set goals for his/her development. The student will develop knowledge not only about his/her strengths and weaknesses, but also about learning styles and teamwork. These tools can be applied throughout the four years of education and are part of their "competency development plan" which is a living document to set goals and reflect on development.

**Keywords:** Competency Based Learning, Self Management, Solution Focused Approach