

## Course Descriptions None 2025-2026

Course Title Competence-based Coaching  
Course Code EBC4099  
ECTS Credits 4,0  
Assessment Pass / Fail

Period	Start	End	Mon	Tue	Wed	Thu	Fri
Year	1-9-2025	3-7-2026	C				

Level Advanced  
Coordinator Inken Gast, Wendy Nuis For more information:[i.gast@maastrichtuniversity.nl](mailto:i.gast@maastrichtuniversity.nl); [w.nuis@maastrichtuniversity.nl](mailto:w.nuis@maastrichtuniversity.nl)  
Language of instruction English

Goals  
1. Students define personal learning needs.  
2. Students proactively seek feedback and use this feedback for further professional development.  
3. Students reflect on own competence development.  
4. Students reflectively communicate in oral and/or written form.

Description  
Content: Through Competence-based Coaching (CBC), students are supported in the development of employability competencies as described in the profile of the programme. Didactical concept: The activities in the CBC follow a returning cycle of goal-setting, planning of activities and reflection on competence development. a) Goal setting: based on a self-assessment and an identification of the competencies that (s)he wants to develop, the student develops a personal development plan (PDP) b) Planning: based on the goals the student makes a planning for their own competency development and possible resources. c) Reflection: The student describes learning activities and their influence on the development of the competencies. The acquired or developed competencies are proven. All these elements are part of an individual competence documentation. The context of the competence development is "the ideal job" after graduation. Each student is supported by two coaches (one academic coach from the ERD department and one professional coach from the L&D field). Furthermore, students work in groups to support each other during their competence development. Assessment: The competence documentation is assessed by a team of assessors (general criterion: is competence development shown? and are students able to reflect on their development?). This team of assessors includes at least one representative of the professional field. Furthermore, students need to give a pitch about their developed competencies.

Literature No specific handbook. Specific articles when necessary

Prerequisites No specific prerequisites required

Transitional Regulations

Teaching methods Lecture / Assignment / Groupwork / Coaching

Assessment methods Attendance / Oral Exam / Portfolio

Evaluation in previous academic year For the complete evaluation of this course please click <http://iwio-sbe.maastrichtuniversity.nl/rapporten.asp?referrer=codeUM>

This course belongs to the following programme / specialisation

Master Learning and Development in Organisations Compulsory Courses