



APPLIES TO ACADEMIC YEAR 2004/2005

GRA 2237 Councelling

Program

Advanced Specialization Course (MSc), Master of Science in Leadership and Organizational Psychology

Responsible for the course

Astrid Richardsen

Department

Leadership and Organizational Management

Term

According to study plan

ECTS Credits

6

All contemporary human service providers and personnel managers encounter situations in which they are required to help people to change some aspect of their behaviour. In the workplace, such situations may include employees' need for improved role effectiveness, personnel conflicts, organizational changes that affect the individual, such as job loss, restructuring and reorganization. All people who counsel operate from theoretical frameworks about how people become the way they are, how they respond to situations, how problems evolve and are maintained, and how people can be helped to change. Counseling is also at the heart of coaching, which has become very popular as a tool in many contemporary leadership development programs. This course will give students an up-to-date overview of major theoretical approaches in counseling and how they are used in counseling work problems.

Objective

The objective of the course is to provide students with knowledge of different theoretical approaches to counselling as well as awareness of how and why these theories are used to counsel employees. At the end of the course, not only will students have an understanding of the major counselling theories and their academic roots, but will also have gained a better understanding of their own behaviour and some practical skills in counselling.

Prerequisites

GRA 2205 Organizational Behaviour, GRA 2235 Recruitment, Training and Development, GRA 2203 Psychological Measurement

Compulsory literature

Colledge, Ray. 2002. *Mastering Counselling Theory*. New York: Palgrave.
Selected research papers

Recommended literature

None

Course outline

Introduction to counselling and counselling theory
Humanistic approaches to counselling
Existential approaches to counselling
Behavioural approaches to counselling
Cognitive and cognitive-behavioural approaches to counselling
Integrative approaches to counseling
Differences between counseling and therapy.

Computer-based tools

Blackboard/homepage

Course structure

The course is structured as a combination of lectures, discussions, in-class activities, role plays and student case presentations. It requires substantial amount of preparation by the students

and active involvement during class

Evaluation

30% - Case presentations

70% - Term paper

Evaluation code(s)

GRA22371

Aids at the examination

Not applicable

Makeup exam

The next time the course is offered