



APPLIES TO ACADEMIC YEAR 2006/2007

## GRA 2237 Counselling

### Program

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

### Responsible for the course

Astrid Richardsen, Jan Ketil Arnulf

### 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

#### Books:

Colledge, Ray. 2002. Mastering counselling theory. New York: Palgrave  
Nelson-Jones, Richard. 2003. Basic counselling skills : a helpers's manual. London: Sage

#### Collection of articles:

A collection of research articles will be made available at the start of the course

### Recommended literature

#### 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 (written in groups of 2 students)

**Evaluation code(s)**

GRA 22371 accounts for 100 % of the final grade in the course GRA 2237.

**Aids at the examination**

Not applicable

**Makeup exam**

Re-takes are only possible at the next time a course will be held. When course evaluation consists of class participation or process elements, the whole course must be re-evaluated when a student wants to retake a exam. Retake examinations entail an extra examination fee.

**Honor Code**

Academic honesty and trust are important to all of us as individuals, and they are encouraged and promoted by the honor system. This is a most significant university tradition. The honor system is the responsibility of students. As faculty, we share the commitment to the ideals of the honor system.

At no time should notes or papers or personal consultations based on previous semesters of this course be used. As part of the honor code papers handed in as part of the course is, at the discretion of the professor, scanned for plagiarism. We are using Safe Assignment in Black Board for this purpose. Any violation of the honor code will be dealt with in accordance with BI's procedures on cheating. These issues are a serious matter to everyone associated with the program. They are at the heart of the Honor Code and academy integrity. If you have any questions about your responsibilities under the honor code, please ask.