

**SHOOLINI  
UNIVERSITY  
SOLAN, HP**

## **Policy for Additional Support to students through Coaching (V EMPOWER)**



**V EMPOWER Coaching Policy  
Shoolini University of Biotechnology and  
Management Sciences**

## **Policy Document - Policy for additional support for students through Coaching**

**“Shoolini University of Biotechnology and Management Sciences is committed to excellence in all aspects of graduate & post graduate learning, the transmission of relevant knowledge & skills, and free thinking needed to address the challenges of modern world.”**

Shoolini University has a diverse community of students; this policy on Coaching Intervention in Higher Education Sector is formed with an objective to provide a safe, sensitive, supportive and equal opportunity environment for all students to help discover what they want to achieve in their academic, professional, and personal lives.

Coaching is a very effective development method to assist individuals to reflect, identify and achieve their goals and support the transfer of learning into their personal lives and workplace. The learning relationships that develop through coaching help support individuals to develop their skills and knowledge. This policy outlines the University’s framework for formal and informal coaching at Shoolini. Coaching is intended to be positive method of encouraging and developing students to unlock their potential to maximise their own performance.

The policy acts as a guiding principle to devise plans to help not only the student, but also parents, teachers and staff [in the long run] attain their goals, and oversee them as they travel down their outlined paths and tackle problems. It is to help students with intrapersonal and interpersonal skills, helping them better understand themselves and those around them.

The policy is applicable to all students at the university. The **VE-Coaching Program stands for the V Empower** [Value and Enable all to Manifest their true Potential by Overcoming limitations Within, to Evolve and Rediscover themselves].

This document outlines Shoolini University’s policy for empowering students, in line with Shoolini’s attempt and endeavour to enable every student to become truly happy and perform to their best potential.

The policy is framed to enhance overall campus experience of all individuals to greatly foster well-being and minimise stress levels. With so many different lifestyles, opportunities, and possibilities, it is easy for a student to become distracted by, or hyper-focused on things that are counterproductive for attaining long-term goals. A sense of failure can easily cause a young person to become discouraged. Coaching can help overcome these roadblocks and also mediate family issues and problems that often arise during adolescence.

The aim is to provide a healthy environment for learning that covers behavioural, intellectual, emotional and social aspects of university experience. It outlines Shoolini University’s commitment for embracing a positive attitude toward the promotion of an enabled learning environment for students.

It is desired through these guidelines that all members of university learning community are adequately supported to fulfil their potential.

## **1. OBJECTIVES**

The university is committed to ensure student achievement and an overall sense of well-being with a powerful individual intervention like that of Coaching.

To facilitate the process of making the University environment fully empowering, the Coaching intervention will be taken to all students in phases with tie-ups with international coaches from across the globe.

Highly individualised support will be extended to the students to work to their best capabilities through one-on-one sessions conducted virtually in the wake of the Covid pandemic and geographical distance.

The objectives are:

1. To enhance cognitive functioning related to more flexible thinking styles and the ability to see alternate solutions.
2. To enhance academic success.
3. To increase the ability to manage stress and develop action steps for success.
4. To increase the overall well-being and positive outlook.

The future goal is to inculcate the principles of coaching in teaching with the following objectives:

1. To encourage collaborative and reflective practice in teachers, which reflects in their work with both students and fellow educators.
2. To effectively embed professional learning in the university curriculum for it promotes a positive cultural change of the system.
3. To promote accountability between colleagues and the implementation of improved learning methods.
4. To support collective leadership and exchange of ideas across the system.

## **2. SCOPE**

The policy covers all schools of the university to help tackle the barriers that stand between students and their goals. In regards to academics, to create plans and schedules to help students learn organisational skills and time management. A student can be coached on how to choose the career paths that lay ahead of them, understand core strengths, budget time for projects, studying, homework, and papers. To help pinpoint areas where they could best showcase their work and that would also compliment their abilities and talents. After moving out of the university learnings from coaching can empower the students to stay clear-headed and calm in the face of challenges, build inter-personal relationships at work, sustain leadership qualities and manage teams well.

At a very young age, a student may feel pressured to have a concrete idea of what course of study he or she would like to pursue. Teenagers often desire to distinguish themselves from their peers and are often burdened by the pressures associated with achieving high grades, keeping up socially, being involved in extracurricular activities and sports, preparing for

exams, and remaining focused on the college application process. This is indeed a stressful time for the majority of students, and the guidance of a coach can be invaluable.

### **3. WHAT'S THE DIFFERENCE BETWEEN A MENTOR AND A COACH?**

The skills to be a mentor and a coach are very similar such as listening, effective questioning and supporting.

The differences between the two are:

- Mentoring is undertaken by someone who has in-depth knowledge of the mentee's field, and is likely to be directive in terms of support and advice. Mentoring also provides more general support to build confidence and capabilities to meet current and future developmental needs. For this reason, mentoring is usually a longer term relationship than coaching and can last between six and eighteen months.
- Coaching is done by someone who is not necessarily an expert in the coachee's field and the discussions are likely to be non-directive. Coaching is also a short term intervention of a few sessions and aims to provide support to enhance performance and is usually based around a particular task or objective

### **4. BENEFITS FROM COACHING**

- Providing a timely and structured learning and development opportunity based on the specific needs and delivered at their own pace;
- Improving confidence and self-esteem;
- Increased motivation to take action;
- Developing the individual's own understanding;
- Developing new insights and ways of working;
- Providing an opportunity to receive safe and supportive feedback;
- Providing an opportunity to reflect on and plan their career development. Time for reflection allows for more intentional choices and actions, which leads to happier life in the long run.
- To speak about concerns, worries or even successes for more relaxation and calm deeply valuing the human connection.
- To find direction, explore different career paths, learn about life and find potential opportunities.
- To make decisions can be really challenging. Coaching allows for exploration and guidance to really figure out what matters most and how to get there.
- To make a plan, to figure out how to get there, to work on and somewhere to get from point A to point B.
- To take action, as coaching is an action oriented approach. Coaching helps you to figure out the concrete details and steps to get where you want to be and then implement those steps to see some progress!
- Accountability –Coaching is a great resource to help you establish those goals and then make sure you truly follow through with them.
- Course correction –Learning to be flexible and resilient
- Increased job satisfaction
- Promotes their professional and personal growth

- Boosts individual appreciation and self-confidence
- Recognizes weaker sections and converts them into potential successes
- Enhances problem analysis
- Helps in developing a healthy relationship with the management and supervisor.

## **5. MONITORING**

Any complaints or challenges can be reported and should be raised with the relevant grievance procedures for students or through the Coaching cell being run by the Senior Coach at the university.

This policy will be reviewed on yearly basis to ensure progress, compliance, effectiveness, taking into consideration the number of enrolled students.

## **6. RESPONSIBILITIES OF THE COACHEE**

- In most situations obtain agreement to participate, from the coach;
- Set the agenda and purpose of the relationship with the coach;
- Maintain commitment to the relationship.

## **7. RESPONSIBILITIES OF THE COACH**

- Ensure that coachees are supported during the process;
- Respect the confidential nature of the relationship.

## **8. CONCLUSION**

A coach can offer individualised, one-on-one advising far beyond the realm of what a guidance counsellor can provide. The benefits are undeniable, and the future of coaching in education seems to be nothing short of bright.

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