

C-MAPs in Action

Coaching MAPS Case Study: Ludmila Dömeová, Senior Lecturer

Introduction:

Ludmila works for a university and supports PhD students to complete their studies.

Although possibly not a setting that you would expect to hear about coaching, Ludmila and her colleagues use formal coaching to support PhD students – it is also used as part of their annual evaluations.

Ludmila and her colleagues use coaching sessions when students are struggling or need to step back and reflect on where they are and what they need to do next.

Summary:

Ludmila is employed as a senior lecturer at Czech University of Life Sciences. In this case study, Ludmila shares her experience of using coaching to help students to complete their PhD studies and to progress into full-time academic positions such as teaching and research.

“It (CMAP) was useful for organising my thoughts and ideas; to think about possible solutions.”

Ludmila Dömeová Gabe, Senior Lecturer



Coaching Models Work:

The C-MAP Model provides a framework

In Ludmila's experience, good quality coaching delivered on a regular basis plays an important part in helping her PhD students complete their qualifications on time. Many of Ludmila's graduates move straight into teaching and research roles. They are reliable and independent, and benefit from the support offered by coaching.

Ludmila noted that the coaching of other employees in the organisation is informal and irregular. It is more often only used within projects involving senior managers who coach more junior team members. She also pointed out that finding the time in the day for coaching and to monitor people's progress is challenging and it must be planned well in advance.

Coaching is not part of the organisation's culture. Most managers do not receive training in how to deliver coaching and therefore this is a potential area for development. The C-MAP Model could help to provide a way forward for the Czech University of Life Sciences.

Coaching Can Be Difficult!

Ludmila said:

"This tool (CMAP) should be introduced by the management of the university alongside a more formal approach to coaching to help drive ongoing improvement."



Ludmila Dömeová Gabe, Senior Lecturer

Coaching CMAPs a project funded by the Erasmus+ programme. The project set out to develop and test a new coaching model called Coaching MAPS. In addition to a set of pre-prepared C-MAPs, there is a handbook and a training course all of which are available in English, Bulgarian, Italian, Dutch and Portuguese.

For further information visit:

www.coachingmaps.eu



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