

Doctor of Philosophy in Coaching and Mentoring

Programme Overview

The PhD in Coaching and Mentoring is a research-intensive program designed to develop scholars, practitioners, and thought leaders capable of advancing the theory, practice, and impact of coaching and mentoring across organizational, educational, and community contexts.

This program integrates leadership, psychology, organizational behavior, and adult learning principles, equipping students to design, implement, and evaluate coaching and mentoring interventions that enhance individual, team, and organizational performance. Graduates are prepared to influence policy, practice, and research globally, fostering innovation, personal growth, and sustainable development in diverse settings.

Overview: A part-time distance learning programme via the International Centre for Coaching & Mentoring Studies (ICCaMS) aiming to push experienced coaches/mentors into original research.

Structure:

- Stage 1 (Graduate entry): Six level 7 modules + a 60-credit research project.
- Stage 2 (Direct entry): Four level 8 modules + supervision.
- Stage 3: Two-plus years on doctoral thesis.

- “Coaching & Mentoring Practice Fundamentals” (20 credits)
- “Transformational Learning & Adult Development” (20 credits)
- “Psychotherapeutic Dimensions of Coaching & Mentoring” (20 credits)
- “Coaching & Mentoring in Organisations” (20 credits)
- “Research in Coaching & Mentoring” (20 credits)

Typical Programme Structure

A doctoral programme in Coaching & Mentoring will often follow a structure with three broad phases:

1. Coursework/taught modules (often at advanced researcher-level)

2. Research preparation (methodology, design, ethics, etc)
3. Major independent research (doctoral thesis)

The programme at SHG Academy in its “Doctor of Coaching and Mentoring (DCM)” runs in three stages:

- Stage 1: Part-time over ~2 years with taught level 7 modules + a research project module.
- Stage 2: A year of level 8 modules and doctoral supervision.
- Stage 3: Minimum ~2 years (part-time) focused on the thesis.

So you can map a typical programme to:

- **Year 1-2:** Advanced taught/seminal modules on coaching, mentoring, related theory, plus research methods.
- **Year 3:** Transition to candidacy: deeper methods, proposal, supervision begin.
- **Years 4-5+:** Full doctoral research, writing and viva.

Content / Module Areas

Here are the types of modules, topics and research areas you will find in a such a programme. I highlight typical content plus how you might tailor it given your interest (coaching/mentoring in private banking, oil & gas, etc).

A. Foundations of Coaching & Mentoring

- Theoretical underpinnings: definitions of coaching, mentoring; distinctions; history of the field.
- Philosophical and epistemological bases of coaching and mentoring (for example, views of adult learning, human development).
- Contextual frameworks: organisational coaching, team coaching, leadership coaching, mentoring across contexts (e.g., workplace, education, non-profit).
- Ethical, professional, and regulatory issues in coaching/mentoring practice.
- Reflexivity, practitioner-researcher identity: how you as coach/mentor are both practitioner and scholar.

B. Advanced Practice & Professional Expertise

- Models and frameworks of coaching and mentoring (e.g., GROW, CLEAR, developmental models).
- Practitioner skills in depth: supervision of coaches/mentors, designing coaching & mentoring interventions, consulting in coaching/mentoring.
- Coaching/mentoring in specialised settings: team coaching, leadership transitions, organisational change, industry-specific (e.g., banking, oil & gas).
- Innovation in coaching/mentoring: technology, AI, virtual/hybrid coaching, cross-cultural/coaching global contexts.
- Research/practice interface: how to design practitioner research, professional consultancy in coaching/mentoring.

C. Research Methods, Inquiry & Design

- Qualitative, quantitative, and mixed methods relevant to coaching/mentoring research (e.g., phenomenology, grounded theory, case studies, action research, survey design).
- Methodological rigour: validity, reliability, ethics in coaching/mentoring research.
- Research design: constructing and justifying a doctoral-level inquiry into coaching/mentoring.
- Data analysis, interpretation, writing for publication.
- Dissemination: publishing in journals, practitioner voices, professional bodies (e.g., for coaching & mentoring).
- Supervisory processes, milestones (proposal, ethics, fieldwork, data collection, writing, viva).

D. Independent Research (Thesis)

- Identification of a gap or original research question in coaching & mentoring.
- Literature review building on state of the art in coaching & mentoring (and relevant applied field).
- Designing the empirical study/intervention (or conceptual/theoretical if more conceptual in nature).
- Data collection/analysis and interpretation.
- Contribution to knowledge: theoretical, practitioner, policy implications.

- Viva/defense and final submission.

E. Optional/Contextual Specialisations

Given your interests (private banking consulting; oil & gas innovation/change management; coaching, mentoring, leadership) you might see special modules or electives such as:

- Coaching & mentoring for leadership in complex organisations (e.g., oil & gas, banks).
 - Change management, innovation, organisational development and how coaching/mentoring supports those processes.
 - Boundary critique, multiple perspectives, reflexivity (since you are interested in such frameworks) in coaching/mentoring research.
 - Ethics, diversity & inclusion in coaching/mentoring.
 - Practitioner consultancy project: designing/sketching a coaching/mentoring intervention within an organisation.
 - Publication and dissemination strategy for practitioner-scholars.
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Learning Outcomes

You can expect learning outcomes like:

- Demonstrate critically reflective and informed leadership in coaching & mentoring practice at the highest professional level.
 - Conduct rigorous original research that advances knowledge in coaching/mentoring and contributes to practice, policy and theory.
 - Design and evaluate complex coaching/mentoring interventions in organisational or social contexts, including innovative or emergent approaches.
 - Demonstrate a professional, ethical and scholarly stance as coach/mentor-practitioner.
 - Disseminate research findings to academic and practitioner communities and influence coaching/mentoring practice/policy.
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Timeline & Typical Expectations

- Entry requirements: often a good honours degree, a relevant master's (sometimes required) and significant professional experience in coaching/mentoring. For example, Oxford Brookes expects “a good honours degree + 3 years' minimum experience in coaching/mentoring” for one entry route, or “a relevant master's + 5 years' experience” for direct entry.
- Duration: part-time option often 3-5 years or more. Full time may be shorter but many programmes are designed for working professionals.
- Mode: often distance/blended learning + some campus or intensive blocks.
- Assessments: coursework (in early modules), research proposal, thesis (typical ~60,000 words or more) and viva/defense.
- Regular supervision, milestones, submission deadlines, expected publication outputs.
- Practitioner scholarship: you are expected not only to do research but also to push practice (given the field) – e.g., publish in practitioner journals, contribute to the professional community. For example “Our journal ... annual Research and Coaching supervision conferences ...” at SHG Academy

Relevance For Your Interests

Given your background and interests (consulting in private banking; innovation/change in oil & gas; coaching/mentoring frameworks; leadership, reflective practice), you might tailor your doctoral programme focus in these ways:

- Your research could examine **how coaching and mentoring supports leadership capability** within private banking organisations (e.g., how team supervision, reflective practice, emotional intelligence coaching, diversity & inclusion mentoring operate).
- Or explore **coaching/mentoring as a driver of innovation/change** in the oil & gas industry — for example: how distributed leadership, entrepreneurial leadership, or transformational leadership are supported through mentoring/coaching interventions.
- Your practitioner-research could integrate frameworks you're already using (e.g., Reflective Cycle, Structures of Supervision, Authentic Leadership) and test their utility via coaching/mentoring in organisational change contexts.

- You may opt for an applied research design (action research or mixed methods) where you intervene as coach/mentor in your domain, evaluate outcomes, and generate new theory/practice insights.
- Given your volunteer management and non-profit context, you might also examine cross-sector coaching/mentoring (corporate + non-profit) which gives additional breadth.

1st year USD3000

2nd year USD4500

2 years duration period

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