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A study protocol of a realist synthesis to develop programme theories for cognitive behavioural coaching in the workplace in an Egyptian consultancy organisation. V.1

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We use this protocol and it's working

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Abstract

Cognitive behavioural coaching (CBC) is “an integrative approach which combines the use of cognitive, behavioural, imaginal, and problem-solving techniques and strategies within a cognitive behavioural framework to enable clients to achieve their realistic goals” (Palmer & Szymanska, 2008, p. 86). Although CBC has been the most cited approach of evidence-based coaching, its utility has not been universally supported (Minzlaff, 2019). This synthesis proposes further research using a methodology from an emerging approach to address some evidence shortcomings and thus better inform practice.

The proposed methodology, referred to as realist methodology aims to uncover more about the context and mechanisms by which an intervention generates intended and, at times, unintended outcomes. This study adopts a realist methodology to evaluate an organizational ‘CBC trial run’ to gather evidence about the program’s mechanisms and effectiveness in generating employee well-being related outcomes (Graf & Dionne, 2021). The research question investigated is:

“Regarding workplace CBC interventions, what works, or does not work? For whom? In what context and how?”

The research is operationalized in three phases. First is a realist review, which is a form of systematic review that aims to understand deep generative mechanisms (Pawson et al., 2005). The second is designing a coaching programme and conducting a trial run in collaboration with a consultancy firm in Egypt. Finally, attempting to understand “what works for whom in what circumstances” empirically, through collecting and analysing primary data to refine review findings (Greenhalgh et al., 2017b, p. 1).

Attachments



Protocol Realist Eva...

988KB

