



**INTERNATIONAL
INSTITUTE OF
INFLUENCERS**



PROJECT REPORT

**Name of the Course: INTERNATIONAL MASTER DIPLOMA IN GUIDANCE
& COUNSELING**

Conducting Organisation: International Institute of Influencers (III)

Title of the Project: Guidance-Coaching & Counselling (GCC)

**Criteria for doing the project: Structured Approach & Analytical Evaluation for
Workplace Through Guidance-Coaching & Counselling**

Submitted To: SHAMA Hussain, Founder & CEO of III

Date of Submission: August 21, 2024

Name of the Candidate: Omar F. Idarus

Name of the Organisation: Bestlink College of the Philippines

Submitted by:

OMAR F. IDARUS, CHRA, MAPsy(car)

**Human Resources Generalist
Instructor II**



In an increasingly complex and interconnected world, the role of guidance and counseling professionals has never been more critical. The International Master Diploma in Guidance & Counseling emerges as a pivotal educational program designed to address the growing need for skilled practitioners capable of navigating diverse cultural contexts and multifaceted challenges. This advanced diploma offers an in-depth exploration of counseling theories, techniques, and ethical practices, equipping professionals with the tools necessary to support individuals across various life stages and environments.

The International Master's Diploma in Guidance & Counseling aims to provide a comprehensive framework for understanding and implementing effective counseling practices on a global scale. The program is tailored for individuals who seek to enhance their expertise in guiding clients through personal, educational, and career-related issues. By incorporating international perspectives and diverse methodologies, the diploma ensures that graduates are well-prepared to address clients' unique needs from different cultural and socio-economic backgrounds.

As the demand for competent guidance and counseling professionals continues to rise, the International Master Diploma in Guidance & Counseling stands as a beacon of excellence, preparing graduates to meet the challenges of a dynamic global landscape with confidence and competence.



Counseling as an HR Generalist: An Integrative Approach

In the realm of Human Resources (HR), the role of an HR Generalist encompasses a wide range of responsibilities, from managing recruitment and employee relations to overseeing compliance and benefits administration. Integrating counseling skills into this multifaceted role can significantly enhance an HR Generalist's

effectiveness, particularly in addressing employee well-being and organizational dynamics.

In summary, incorporating counseling skills into the HR Generalist role enhances the ability to manage employee relations, support mental health, facilitate career development, navigate organizational change, and build a trusting workplace culture. By blending counseling expertise with traditional HR functions, HR Generalists can drive more holistic and effective solutions, ultimately contributing to a more engaged and resilient workforce.

Counseling as a College Instructor: Fostering Academic and Personal Growth

In the college environment, instructors play a pivotal role not only in delivering academic content but also in supporting students' personal and professional development. Integrating counseling skills into the role of a college instructor can significantly enhance students' educational experiences and outcomes. This approach involves blending teaching with elements of counseling to address students' academic challenges, personal issues, and career aspirations more holistically.



Integrating counseling skills into the role of a college instructor offers a comprehensive approach to supporting student's academic and personal development. By addressing academic challenges, personal issues, and career aspirations with empathy and understanding, instructors can enhance students' overall educational experience. This holistic support not only improves academic outcomes but also prepares students for success in their future endeavors, fostering a more engaged and resilient student body.

Counseling as an HR Generalist Handling On-the-Job Training (OJT): Enhancing Employee Development and Performance

In the dynamic field of Human Resources, handling On-the-Job Training (OJT) is a crucial responsibility for HR Generalists. Integrating counseling skills into this process can significantly improve the effectiveness of OJT programs,

ensuring that employees gain the necessary skills and confidence to excel in their roles. By applying counseling techniques, HR Generalists can address both the technical and emotional aspects of on-the-job training, fostering a more supportive and productive learning environment.



The International Master Diploma in Guidance & Counseling represents a transformative educational opportunity for HR professionals and college instructors, offering advanced expertise that extends beyond traditional roles. This program equips individuals with the comprehensive knowledge and practical skills necessary to excel in the dual capacities of Human Resources (HR) and instructional environments, enhancing their ability to foster personal and professional growth among employees and students alike.

For HR Professionals:

As HR Generalists, the insights gained from the International Master Diploma in Guidance & Counseling are invaluable in navigating the complexities of employee management and development. The integration of counseling skills into HR practices allows for more effective support of employees' career development, mental well-being, and overall job satisfaction. By understanding and addressing the emotional and psychological aspects of employee interactions, HR professionals can create a more supportive and engaging workplace, ultimately driving better organizational outcomes and enhancing employee retention.

For College Instructors:

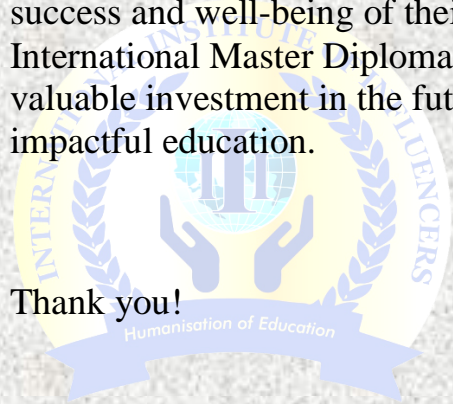
In the context of college instruction, the program's focus on counseling enhances an instructor's ability to support students holistically. By applying counseling techniques, instructors can better address students' academic and personal challenges, facilitate career development, and create an inclusive and

motivating learning environment. This approach not only improves students' academic performance but also prepares them for future success by fostering resilience and personal growth.

The International Master Diploma in Guidance & Counseling thus serves as a catalyst for professional development in both HR and educational settings. By bridging the gap between theoretical knowledge and practical application, the program empowers individuals to make a significant impact within their organizations and institutions. It fosters a deeper understanding of human behavior, enhances communication and support strategies, and promotes ethical practices that are essential for effective guidance and counseling.

In conclusion, the skills and knowledge gained through this diploma are instrumental in advancing professional practice. As HR professionals and college instructors integrate these principles into their work, they contribute to the creation of more supportive, productive, and engaging environments. This not only benefits the individuals they serve but also contributes to the overall success and well-being of their organizations and educational institutions. The International Master Diploma in Guidance & Counseling thus stands as a valuable investment in the future of effective human resource management and impactful education.

Thank you!



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