



Consulting and Training | Reach New Heights

Course Name

Advanced Coaching & Mentoring Skills

Sector Name

HR Strategy and Training

Document Type

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Advanced Coaching & Mentoring Skills

Course Introduction

Increasingly, organizations are now realizing the various benefits of developing talent through coaching and mentoring programs. However, questions arise on how to use each method. How can these methods support talent development? And what tools are available for running programs

Concepts on coaching and mentoring

This training course is designed to provide participants with advanced concepts on coaching and mentoring. This will help participants to ensure productivity and engage employees who sustain organizational success.

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Target Audience

This course is designed for all those who are related to the interviewing and selection process.

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Learning Objectives

- ✓ Gain a comprehensive understanding of the modern coaching and mentoring techniques
- ✓ Recognize what coaching can achieve for your team through case studies
- ✓ Discover the importance of coaching for managers and organizations during group discussions
- ✓ Differentiate between coaching, mentoring, and counselling using videos
- ✓ Establish the right Coach mindset for effective coaching
- ✓ Discuss the advantages and disadvantages of internal, external, formal, and informal coaching
- ✓ Differentiate between coachees' different styles through DISC assessment
- ✓ Use the TGROW & RACSR Model for effective coaching session guidance
- ✓ Develop and use proper Questioning techniques to maximize coaching efficiency

Advanced Coaching & Mentoring Skills

Course Outline

✓ **01 Day One**

The Coaching Foundation

- ✓ Types of Workplace Coaching
- ✓ Distinguishing between coaching, mentoring, and counselling
- ✓ Key coaching skills for effective performance
- ✓ Assessing coaching skills
- ✓ Meeting ethical guidelines and professional standards

What's different in coaching

- ✓ Coaching and Training
- ✓ Coaching and Mentoring
- ✓ Coaching and counselling

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Course Outline

✓ 02 Day Two

The Coaching Mindset

- ✓ The business need behind coaching
- ✓ When to Coach & when not to coach
- ✓ Coaching principles
- ✓ Suitable coaching environment

A Good Coach

- ✓ The gold standard of coaching
- ✓ ICF Coaching core competencies
- ✓ What's your dominant coaching style?
- ✓ Coach role and responsibilities

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Course Outline

✓ 03 Day Three

Types of Coaches

- ✓ External Coaches
- ✓ Internal Coaches
- ✓ Formal vs. Informal Coaching

Coaching for Managers

- ✓ The needed piece of the leadership puzzle
- ✓ Coaching for getting the best out of employees
- ✓ How can you use coaching in line with your management responsibilities?

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Course Outline

✓ 04 Day Four

Coaching session sequence

- ✓ How should you sequence your coaching?
- ✓ What to talk about first?
- ✓ Raising the Coachee's awareness
- ✓ Know your coaches' different styles and motives.
- ✓ Overcome internal barriers while coaching
- ✓ Overcome resistance to change or coaching

Coaching Models

- ✓ Introducing Coaching Models
- ✓ PEDICR & GROW
- ✓ TGROW Model
- ✓ RACSR Model

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Course Outline

✓ 05 Day Five

Advanced Communication Skills for Coaching & Mentoring

- ✓ Understanding self & others - personal communication styles
- ✓ Importance of Active Listening
- ✓ SOLER Model for Active Listening
- ✓ Effective questioning techniques
- ✓ Language - verbal and non-verbal

Mentoring Techniques & Practices

- ✓ Objectives and benefits of mentoring
- ✓ Corporate mentorship programs
- ✓ Most commonly used techniques among mentors
- ✓ Mentoring relationships: formal and informal
- ✓ Pitfalls to be avoided for effective Mentoring

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 14, 2027	June 18, 2027	5 days	4250.00 \$	UAE , Dubai
Sept. 7, 2026	Sept. 11, 2026	5 days	4250.00 \$	UAE , Dubai
March 15, 2027	March 19, 2027	5 days	4950.00 \$	France , Paris
Nov. 29, 2026	Dec. 3, 2026	5 days	4250.00 \$	Bahrain , Manama

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