

# Training Course on Mastering the Art of Coaching

## Professional Development Training Course Outline

|          |                  |               |                         |
|----------|------------------|---------------|-------------------------|
| Category | General Training | Duration      | 5 Days                  |
| Base Fee | \$1,500 USD      | Delivery Mode | Online / On-site Hybrid |

### Course Introduction

In today’s dynamic workplace, effective coaching is a cornerstone of transformational leadership. *Mastering the Art of Coaching* empowers professionals with the cutting-edge skills, frameworks, and tools necessary to cultivate high-performing teams, drive personal growth, and fuel organizational success. This results-driven training course blends modern coaching psychology, emotional intelligence, and behavioral science to unlock human potential and accelerate change.

Whether you're a team leader, HR professional, educator, or executive, this intensive course provides a structured pathway to coaching mastery. Through immersive learning, peer feedback, and strategic coaching models, participants will learn how to inspire action, ignite self-awareness, and navigate resistance with confidence and clarity.

### Programme Curriculum

#### Training Course on Mastering the Art of Coaching

##### Introduction

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##### Course Duration

5 days

## Course Objectives

1. Develop *transformational leadership* through practical coaching techniques.
2. Enhance *emotional intelligence* and empathy in coaching conversations.
3. Apply *growth mindset* strategies for continuous improvement.
4. Build *active listening* and *powerful questioning* skills.
5. Utilize *GROW Model* and other frameworks to structure coaching sessions.
6. Practice *constructive feedback* and *performance coaching* methods.
7. Increase *self-awareness* and *personal accountability* in teams.
8. Master *goal-setting* and *motivational interviewing* techniques.
9. Strengthen *coaching presence* and *non-verbal communication*.
10. Cultivate *resilience*, *agility*, and *mindful coaching*.
11. Understand *coaching ethics*, confidentiality, and trust-building.
12. Integrate *coaching for diversity and inclusion*.
13. Evaluate coaching impact using *KPIs* and *coaching ROI*.

## Organizational Benefits

- Boosts team productivity and engagement.
- Enhances leadership development and succession planning.
- Promotes a culture of continuous learning and accountability.
- Improves communication and conflict resolution across departments.
- Strengthens employee retention and job satisfaction.

## Target Participants

1. Team Leaders & Supervisors
2. HR & L&D Professionals
3. Managers & Department Heads
4. Corporate Trainers
5. Business Coaches
6. Entrepreneurs
7. Academic Advisors
8. Career Coaches

## Course Outline

### Module 1: Foundations of Coaching

- What is coaching? Definitions and distinctions
- Role of a coach vs. mentor/consultant
- Key coaching competencies (ICF-aligned)
- Ethics and confidentiality
- Importance of trust and rapport

### Module 2: Coaching Models & Frameworks

- GROW Model explained
- CLEAR Model and OSCAR Model
- Situational coaching approaches
- Integrating SMART goals

- Practice exercises and real-time feedback

### **Module 3: Emotional Intelligence in Coaching**

- Understanding EQ and its relevance
- Self-regulation techniques
- Building empathy in client interactions
- Reading emotional cues and body language
- Handling emotionally charged sessions

### **Module 4: Communication Mastery**

- Powerful questioning techniques
- Levels of active listening
- The role of silence in coaching
- Verbal vs. non-verbal cues
- Practicing reflective responses

### **Module 5: Goal-Setting & Accountability**

- Creating compelling coaching goals
- Aligning goals with vision and values
- Overcoming goal resistance
- Accountability structures and check-ins
- Tools for tracking progress

### **Module 6: Performance Coaching**

- Coaching underperformance
- Feedback frameworks (e.g., SBI, BOOST)
- Identifying blockers and limiting beliefs
- Motivating change through coaching
- Performance metrics in coaching

### **Module 7: Coaching in the Workplace**

- Coaching culture in organizations
- Coaching for engagement and retention
- Coaching across generations and diversity
- Integrating coaching into daily workflow
- Change management through coaching

### **Module 8: Practicum & Evaluation**

- Live coaching sessions
- Peer-to-peer coaching
- Video feedback and assessments
- Self-reflection and journaling
- Action plan for post-course growth

### **Training Methodology**

- **Experiential Learning:** Role-plays, simulations, and live demos
- **Reflective Practice:** Journaling, peer feedback, coaching logs

- **Group Work:** Breakout discussions and case studies
- **Blended Learning:** Interactive modules, video content, and guided practice
- **Assessment:** Pre/post evaluations and coaching practicums

### Register as a group from 3 participants for a Discount

Send us an email: [info@fineskilltrainingcenter.com](mailto:info@fineskilltrainingcenter.com) or call +254769199797

### Certification

*Upon successful completion of this training, participants will be issued with a globally- recognized certificate.*

### Tailor-Made Course

*We also offer tailor-made courses based on your needs.*

### Key Notes

- The participant must be conversant with English.
- Upon completion of training the participant will be issued with an Authorized Training Certificate
- Course duration is flexible and the contents can be modified to fit any number of days.
- The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.
- One-year post-training support Consultation and Coaching provided after the course.
- Payment should be done at least a week before commence of the training, to FINESKILL TRAINING CENTER account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date  | End Date    | Location | Price   |
|-------------|-------------|----------|---------|
| 07 Sep 2026 | 11 Sep 2026 | Physical | \$1,500 |
| 14 Sep 2026 | 18 Sep 2026 | Physical | \$1,500 |
| 21 Sep 2026 | 25 Sep 2026 | Physical | \$1,500 |

| Start Date  | End Date    | Location | Price   |
|-------------|-------------|----------|---------|
| 28 Sep 2026 | 02 Oct 2026 | Physical | \$1,500 |
| 05 Oct 2026 | 09 Oct 2026 | Physical | \$1,500 |
| 12 Oct 2026 | 16 Oct 2026 | Physical | \$1,500 |
| 19 Oct 2026 | 23 Oct 2026 | Physical | \$1,500 |
| 26 Oct 2026 | 30 Oct 2026 | Physical | \$1,500 |

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: [info@fineskilltrainingcenter.com](mailto:info@fineskilltrainingcenter.com) | Website: [www.fineskilltrainingcenter.com](http://www.fineskilltrainingcenter.com)