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.org **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

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. 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
16 Nov 2026	20 Nov 2026	Online	$1,000
16 Nov 2026	20 Nov 2026	Physical	$1,500
16 Nov 2026	20 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
16 Nov 2026	20 Nov 2026	Physical	$3,000
16 Nov 2026	20 Nov 2026	Physical	$6,000
16 Nov 2026	20 Nov 2026	Physical	$4,500
16 Nov 2026	20 Nov 2026	Physical	$6,000
16 Nov 2026	20 Nov 2026	Physical	$6,000

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

Register Online Now

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