COACHING MASTERY FOR LEADERS



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TRAINING CENTER

GENTEX Training Center LLC | Orlando - FL, USA
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Introduction

Coaching has become one of the most powerful tools for leaders to inspire, guide, and elevate performance. Effective leaders today are expected not only to manage tasks but also to develop people, foster engagement, and build trust. Coaching mastery enables leaders to strengthen communication, unlock potential, and align individual performance with organizational goals.

This 10-day course, provided by Gentex Training Center, equips leaders with advanced coaching strategies that integrate psychology, emotional intelligence, and leadership practices. Participants will explore how to structure coaching conversations, address performance gaps, build resilience, and create a culture of accountability. Through practical exercises, role-plays, and real-life scenarios, leaders will gain the confidence to apply coaching skills effectively in their workplace.

Coaching Mastery for Leaders Course Objectives

- Understand the principles and foundations of leadership coaching.
- Apply advanced communication skills to foster trust and openness.
- Use structured coaching frameworks for effective conversations.
- Identify and overcome barriers to employee performance.
- Support individual and team development through goal setting and feedback.
- Strengthen resilience, motivation, and accountability in teams.
- Integrate emotional intelligence into leadership practices.
- Build a coaching culture that supports continuous growth and innovation.
- Apply coaching strategies in performance reviews and change management.
- Lead with influence, empathy, and long-term vision.

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Course Methodology

The course combines theory with practical application. It includes interactive lectures, group discussions, case studies, role-play coaching sessions, and real-life workplace simulations. Participants will practice coaching scenarios and receive feedback to refine their skills.

Who Should Take This Course

- Senior and middle managers
- Team leaders and supervisors
- HR and talent development professionals
- Project managers
- Executives seeking to enhance leadership impact

Coaching Mastery for Leaders Course Outlines

Day 1 : Foundations of Coaching in Leadership

- The role of coaching in modern leadership
- Differences between managing, mentoring, and coaching
- Building trust as the basis of coaching
- Core coaching competencies

Day 2 : Coaching Frameworks and Models

- The GROW model and its applications
- CLEAR and OSKAR frameworks
- Structuring effective coaching conversations

- Practical exercises and role-plays

Day 3 : Communication Skills for Coaching Leaders

- Active listening and questioning techniques
- Non-verbal communication and empathy
- Overcoming communication barriers
- Giving constructive feedback

Day 4 : Emotional Intelligence in Coaching

- Self-awareness and self-regulation
- Understanding others emotions
- Building trust and empathy
- Case studies in emotionally intelligent leadership

Day 5 : Performance and Development Coaching

- Identifying performance gaps
- Coaching for skill development
- Motivating individuals to achieve goals
- Linking coaching with organizational performance

Day 6 : Coaching Through Change and Uncertainty

- Leading teams through transitions
- Managing resistance and fear of change
- Coaching for resilience and adaptability
- Real-world change management examples

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Day 7 : Coaching for Team Dynamics

- Building collaborative and high-performing teams
- Addressing conflicts through coaching
- Aligning team goals with organizational vision
- Group coaching techniques

Day 8 : Coaching for Accountability and Results

- Setting clear goals and expectations
- Driving accountability without micromanagement
- Measuring progress and outcomes
- Coaching to sustain long-term results

Day 9 : Advanced Coaching Practices

- Coaching executives and high-potential employees
- Cross-cultural coaching in global organizations
- Handling difficult coaching conversations
- Practical role-play sessions

Day 10 : Building a Coaching Culture

- Embedding coaching in organizational strategy
- Leadership as a continuous coaching practice
- Creating sustainable learning environments
- Final project: designing a coaching plan for workplace application

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Conclusion

By successfully completing the Coaching Mastery for Leaders program with Gentex Training Center, participants will gain valuable knowledge, practical frameworks, and advanced leadership skills. They will be able to coach with confidence, build trust, and inspire individuals and teams toward excellence. This course ensures leaders are fully equipped to drive growth, strengthen culture, and achieve strategic objectives through the art of coaching.

FAQs

Q1 What is the "Coaching Mastery for Leaders" course about?

The Coaching Mastery for Leaders course focuses on leadership coaching principles, structured coaching frameworks, communication, emotional intelligence, performance development, resilience, accountability, and team dynamics. It also covers coaching through organizational change, difficult conversations, executive coaching, and building a sustainable coaching culture.

Q2 What are the key benefits of the "Coaching Mastery for Leaders" course?

The course helps leaders build trust, improve communication, strengthen employee performance, and develop individual and team potential. It also provides practical approaches for managing performance gaps, supporting resilience and adaptability, increasing accountability, handling change, and embedding coaching into organizational leadership practices.

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Q3 What skills will I gain from the "Coaching Mastery for Leaders" course?

Participants will develop four core skills: Leadership Coaching, Coaching Communication and Active Listening, Emotional Intelligence and Empathy, and Performance and Accountability Management. These skills support effective coaching conversations, trust building, constructive feedback, performance development, motivation, resilience, goal setting, and sustainable accountability.

Q4 What tools, methods, or standards are covered in the "Coaching Mastery for Leaders" course?

The course covers the GROW model, CLEAR framework, OSKAR framework, active listening, questioning techniques, constructive feedback, goal setting, and group coaching techniques. Practical methods include coaching role-plays, workplace simulations, case studies, performance coaching exercises, change management scenarios, and feedback-based practice.

Q5 How is the "Coaching Mastery for Leaders" course applied in real-world practice?

The course applies coaching through realistic workplace scenarios, role-play sessions, case studies, and practical exercises. Participants practice structuring coaching conversations, addressing performance gaps, managing resistance to change, resolving conflicts, setting goals, developing accountability, and creating workplace coaching plans aligned with organizational objectives.