

COACHING THE COACH



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TRAINING CENTER



Introduction

Coaches improve fastest when someone coaches them, and organisations that invest in coaching rarely invest in the coaches themselves. The Coaching the Coach Training Course addresses that gap directly. Participants learn to strengthen their own coaching practice through feedback, supervision, and deliberate reflection. Furthermore, the course covers advanced questioning, handling stuck conversations, and coaching across different personalities and cultures. In addition, it addresses ethics, contracting, and measuring coaching effectiveness. As a result, participants return with a sharper coaching method and a structured way to keep improving it.

Coaching the Coach Course Objectives

- Assess personal coaching practice against recognised competence frameworks.
- Apply the GROW model with greater precision and depth.
- Use advanced questioning techniques to unlock insight.
- Recognise and correct common coaching habits that reduce impact.
- Handle stuck, circular, or emotional coaching conversations.
- Apply feedback and reflection to improve personal coaching.
- Use coaching supervision to review and develop practice.
- Coach across personalities, cultures, and communication styles.
- Apply ethics, contracting, and boundaries professionally.
- Measure coaching effectiveness with clear outcome indicators.

Course Methodology

- Instructor-led sessions combining advanced coaching theory with live practice.
- Coaching triad and observed practice with structured feedback rounds.
- Case studies of coaching dilemmas and difficult client situations.

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- Role-play exercises on stuck conversations and ethical boundaries.
- Group workshops building personal coaching development plans.
- Continuous knowledge checks and a final assessed coaching practice review.

Who Should Take This Course

- Internal coaches and coaching programme leads.
- Managers and supervisors who coach regularly.
- HR and learning and development professionals.
- External coaches seeking to sharpen their practice.
- Mentors and talent development specialists.
- Leaders building a coaching culture in their function.

Coaching the Coach Course Outlines

Day 1: Reviewing Your Coaching Practice

- What separates competent coaching from skilled coaching.
- Coaching competence frameworks and behaviour indicators.
- Self-assessment of your own coaching strengths and habits.
- Common coaching weaknesses: advising, leading, and rescuing.
- The coach's stance: neutrality, curiosity, and restraint.
- Ethics, contracting, and professional boundaries.
- Workshop: completing a personal coaching practice review.

Day 2: Advanced Questioning and Listening

- Question types: clarifying, exploring, challenging, and reflective.



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- When to use silence and when to summarise.
- Recognising the moment insight occurs and holding it.
- Listening for what is not said.
- Handling your own internal reactions during a session.
- Bringing the client back to their own responsibility.
- Workshop: advanced questioning practice with feedback.

Day 3: GROW in Depth

- Applying GROW with precision at each stage.
- Contracting a clear, meaningful coaching goal.
- Exploring reality without collusion or judgement.
- Generating genuinely new options rather than safe ones.
- Building robust commitment and accountability.
- Closing sessions and designing follow-up.
- Workshop: full GROW session with detailed observer feedback.

Day 4: Difficult Coaching Situations

- Coaching when the client is stuck, circular, or resistant.
- Handling strong emotion, anger, and distress appropriately.
- Coaching when the client wants advice or a decision.
- Managing confidentiality pressure and dual roles.
- Coaching across cultures, values, and communication styles.
- Recognising when to refer to another professional.
- Workshop: coaching a difficult or stuck client scenario.





Day 5: Supervision, Feedback, and Continuous Development

- Coaching supervision: purpose, formats, and benefits.
- Using recorded sessions and observation for development.
- Seeking and using feedback on your coaching practice.
- Measuring coaching effectiveness and outcome indicators.
- Building a personal coaching development plan.
- Maintaining reflective practice over time.
- Workshop: presenting a coaching development and supervision plan.

Conclusion

By successfully completing the Coaching the Coach Training Course, participants will have acquired the knowledge to review and strengthen their own coaching practice, apply advanced questioning and listening, use GROW with greater precision, and handle difficult or stuck coaching situations professionally. They will also gain the ability to use supervision, feedback, and reflection to keep improving, and to measure coaching effectiveness through clear outcomes. Furthermore, the course prepares coaches to develop others while developing themselves. Gentex Training Center delivers this programme with a strong emphasis on practical, professionally grounded coaching practice.

FAQs



Q1 What is the "Coaching the Coach" course about?

It is an advanced programme for people who already coach and want to sharpen their practice. It covers coaching competence review, advanced questioning and listening, deeper GROW application, difficult and stuck coaching situations, ethics and boundaries, supervision, and measuring coaching effectiveness.

Q2 What are the key benefits of the "Coaching the Coach" course?

Participants gain a sharper coaching method that produces clearer insight and faster client progress. The course removes common habits that reduce coaching impact, improves handling of emotional or stuck conversations, strengthens ethical and boundary practice, and gives coaches a way to keep improving through supervision and feedback.

Q3 What skills will I gain from the "Coaching the Coach" course?

Personal coaching practice review and improvement; advanced questioning and listening; precise GROW application; and difficult conversation handling, supervision use, ethics and coaching effectiveness measurement.

Q4 What tools, methods, or standards are covered in the "Coaching the Coach" course?

The course covers coaching competence frameworks, the GROW coaching model, coaching contract and boundary frameworks, question type taxonomies, active listening and silence techniques, coaching ethics and supervision models, reflective practice logs, observation and feedback protocols, and coaching outcome indicators.



Q5 How is the "Coaching the Coach" course applied in real-world practice?

Graduates apply it by reviewing their own coaching against competence frameworks, refining how they question and summarise, and contracting clearer goals at the start of each session. They also handle emotional or circular conversations without rescuing the client, use supervision to reflect on difficult cases, and track coaching outcomes over time.