

EXECUTIVE CERTIFICATE IN LEADERSHIP COACHING



GENTEX[®]
TRAINING CENTER



Introduction

Executive Certificate in Leadership Coaching develops the capability to coach leaders at the top of organisations, where the issues are ambiguous, the stakes are high, and the client rarely wants directive advice. Executive coaching works through structured enquiry, honest reflection, and accountability rather than instruction. This Executive Certificate in Leadership Coaching Training Course builds that discipline across five practical days. Participants examine coaching models, psychological frameworks, contracting, ethics, and supervision practice. Furthermore, the course covers behavioural change, systemic thinking, and how to handle strong emotion or resistance in sessions. It also addresses measuring coaching outcomes credibly rather than relying on client satisfaction alone. As a result, participants leave able to run executive coaching engagements with structure and integrity.

Executive Certificate in Leadership Coaching Course Objectives

- Apply the GROW model and the OSCAR coaching framework to executive sessions.
- Build coaching agreements with clear goals, boundaries, and confidentiality terms.
- Apply psychological models including transactional analysis and Gestalt awareness.
- Use powerful questioning and deep listening to raise client insight.
- Apply the ICF Core Competencies and ethical guidelines to practice.
- Use psychometrics and 360-degree feedback responsibly in coaching.
- Recognise and refer mental health concerns beyond coaching scope.
- Design behaviour change plans with accountability and review points.
- Apply the Kirkpatrick evaluation levels to coaching outcomes.
- Establish supervision, reflective practice, and continuing development.

Course Methodology



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



The course applies interactive, practice-based methods:

- Facilitated workshops with live coaching demonstrations.
- Triad practice: coach, client, and observer with structured feedback.
- Recorded practice sessions with guided review.
- Case studies of executive coaching engagements.
- Self-assessment against the ICF Core Competencies.
- Action planning that converts each technique into a coaching practice.

Who Should Take This Course

- Internal and external executive coaches.
- HR, talent, and organizational development professionals.
- Senior managers adopting a coaching leadership style.
- Learning and development consultants.
- Mentors and internal advisers.
- Psychologists and counsellors extending into workplace coaching.

Executive Certificate in Leadership Coaching Course Outlines

Day 1: Foundations of Executive Coaching

- Defining coaching, mentoring, counselling, and consulting.
- Understanding the executive coaching context and its pressures.
- Reviewing coaching models including GROW and OSCAR.
- Applying the ICF Core Competencies framework.
- Establishing presence, rapport, and psychological safety.



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Understanding ethics, confidentiality, and professional boundaries.
- Assessing your current coaching strengths and gaps.

Day 2: Contracting, Goals, and Session Structure

- Building coaching agreements with sponsors and clients.
- Clarifying goals, success measures, and session boundaries.
- Managing the three-way relationship between coach, client, and organisation.
- Structuring a session from opening to commitment.
- Handling cancellations, scope changes, and difficult sponsors.
- Documenting sessions and maintaining confidentiality.
- Drafting a coaching agreement and session plan.

Day 3: Psychological Frameworks and Deep Enquiry

- Applying transactional analysis to workplace behaviour.
- Using Gestalt awareness and the here-and-now in sessions.
- Exploring values, identity, and purpose with clients.
- Applying the Johari Window to self-awareness.
- Using powerful questioning and advanced listening skills.
- Working with emotion, resistance, and defensiveness.
- Practising deep enquiry in triad sessions.

Day 4: Behaviour Change, Feedback, and Measurement

- Designing behaviour change plans with clear commitments.
- Using psychometrics and 360-degree feedback responsibly.



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Giving feedback in coaching without slipping into instruction.
- Applying the Kirkpatrick levels to coaching evaluation.
- Gathering outcome evidence from clients and sponsors.
- Setting review points and accountability structures.
- Building a coaching evaluation plan.

Day 5: Ethics, Supervision, and Professional Practice

- Applying ethical decision-making to coaching dilemmas.
- Recognising mental health concerns and referring appropriately.
- Understanding supervision and reflective practice requirements.
- Building a coaching brand, network, and referral base.
- Managing your own wellbeing and professional boundaries.
- Planning continuing professional development.
- Finalizing a personal coaching practice action plan.

Conclusion

By successfully completing Executive Certificate in Leadership Coaching, participants will have acquired practical knowledge of coaching models, contracting, psychological frameworks, deep enquiry, behaviour change, and professional ethics. They will have gained skills in executive coaching practice, coaching contracting and goal setting, psychological frameworks and deep enquiry, and behaviour change with outcome measurement, plus a personal action plan. Gentex Training Center designed this program to help coaches work with senior leaders rigorously and ethically.





FAQs

Q1 What is the "Executive Certificate in Leadership Coaching" course about?

It develops professional coaching capability for senior leaders. Participants study coaching models such as GROW and OSCAR, contracting, psychological frameworks, deep enquiry, behaviour change planning, ethics, supervision, and outcome measurement.

Q2 What are the key benefits of the "Executive Certificate in Leadership Coaching" course?

Participants gain a structured coaching method, stronger session confidence, and clearer ethical boundaries. Organisations also see leaders develop faster, improved engagement, and coaching outcomes that can be evidenced rather than assumed.

Q3 What skills will I gain from the "Executive Certificate in Leadership Coaching" course?

You will develop four core skills: executive coaching practice and session facilitation, coaching contracting and goal setting, psychological frameworks and deep enquiry, and behaviour change with outcome measurement.



Q4 What tools, methods, or standards are covered in the "Executive Certificate in Leadership Coaching" course?

The course covers the GROW and OSCAR coaching models, the ICF Core Competencies and ethical guidelines, transactional analysis, Gestalt awareness, the Johari Window, powerful questioning and advanced listening, psychometrics and 360-degree feedback, the Kirkpatrick evaluation levels, and supervision and reflective practice requirements.

Q5 How is the "Executive Certificate in Leadership Coaching" course applied in real-world practice?

Participants apply the methods to live coaching tasks, such as contracting with a sponsor, running a full coaching session, working with client resistance, designing a behaviour change plan, and reviewing outcomes with a sponsor. Each module ends with an action commitment, so learning transfers directly into coaching practice.