

# PERFORMANCE COACHING BOOTCAMP



**GENTEX<sup>®</sup>**  
TRAINING CENTER



## Introduction

Coaching has become the most reliable way managers raise performance without adding pressure. The Performance Coaching Bootcamp Course builds that capability through intensive practice rather than theory. Participants learn how to run structured coaching conversations, ask questions that unlock thinking, set meaningful goals, and keep accountability alive between sessions. Furthermore, the bootcamp covers feedback, limiting beliefs, and resistance so coaches can handle real workplace situations. In addition, it addresses coaching ethics, boundaries, and measurement. As a result, delegates leave able to coach individuals and teams confidently, and to build a coaching culture inside their organisations.

## Performance Coaching Bootcamp Course Objectives

- Apply the GROW model to structure effective coaching conversations.
- Use powerful questioning and active listening to raise self-awareness.
- Distinguish coaching from mentoring, training, and counselling.
- Set coaching goals using SMART and well-formed outcome criteria.
- Deliver developmental feedback using the SBI and BOOST feedback models.
- Identify and challenge limiting beliefs and unhelpful inner narratives.
- Apply the OSCAR and STEPPPA coaching frameworks in varied situations.
- Manage resistance, low motivation, and defensive reactions in coaching.
- Build accountability structures and follow-up between coaching sessions.
- Apply coaching ethics, confidentiality, and professional boundaries.
- Use the Kirkpatrick model and simple measures to evaluate coaching impact.
- Develop a personal coaching style and practice plan.

## Course Methodology



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- Intensive practice-based sessions with live coaching triads.
- Demonstration coaching by experienced practitioner coaches.
- Structured feedback after every practice round.
- Role-play of resistance, low motivation, and performance conversations.
- Group reflection using coaching logs and observation checklists.
- Case studies from workplace and executive coaching contexts.
- Capstone project: a recorded coaching session with structured review.

## Who Should Take This Course

- Managers and team leaders adopting a coaching approach.
- Internal coaches and HR development professionals.
- Learning and development specialists.
- Mentors and talent development leads.
- Consultants and trainers expanding their practice.
- Senior professionals coaching junior colleagues.

## Performance Coaching Bootcamp Course Outlines

### Day 1: Foundations of Coaching Practice

- Defining coaching and how it differs from mentoring and training.
- Core coaching skills: listening, questioning, and silence.
- The coaching mindset and the coach's role.
- Building rapport, trust, and psychological safety.
- Coaching ethics, confidentiality, and boundaries.
- When coaching is not the right intervention.



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- Practice session: first coaching triad with feedback.

## Day 2: The GROW Model and Goal Setting

- The GROW model: goal, reality, options, will.
- Establishing clear and well-formed coaching goals.
- Exploring reality without judgement or premature advice.
- Generating options through creative questioning.
- Building commitment and defining first actions.
- Common coaching pitfalls and how to avoid them.
- Practice session: full GROW conversation.

## Day 3: Questioning, Listening, and Awareness

- Powerful questions that open thinking.
- Levels of listening and noticing what is unsaid.
- Reflecting, summarising, and paraphrasing skills.
- Working with values, identity, and purpose.
- Identifying limiting beliefs and inner narratives.
- Reframing techniques to shift perspective.
- Practice session: deepening awareness through questioning.

## Day 4: Advanced Frameworks and Difficult Situations

- The OSCAR coaching framework for structured sessions.
- The STEPPPA model for motivation and action.
- Coaching underperformance and capability gaps.
- Managing resistance, defensiveness, and low motivation.



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- Coaching under pressure and in short time windows.
- Feedback within coaching using SBI and BOOST.
- Role-play: coaching a resistant coachee.

## Day 5: Accountability, Ethics, and Coaching Culture

- Building accountability and follow-up structures.
- Measuring coaching impact with the Kirkpatrick model.
- Coaching documentation, logs, and confidentiality records.
- Developing a personal coaching style.
- Building a coaching culture and coaching champions.
- Supervision and continuous development for coaches.
- Capstone: recorded coaching session with structured review.

## Conclusion

By successfully completing Performance Coaching Bootcamp, participants will have acquired practical knowledge of coaching models, powerful questioning, goal setting, feedback, and accountability structures. They will understand how to hold coaching conversations that shift thinking and produce action, and how to handle resistance professionally. In addition, they will gain a clear view of coaching ethics and impact measurement. Gentex Training Center builds this programme around intensive live practice, so coaches return ready to raise performance across their teams.

## FAQs for the Performance Coaching Bootcamp course





## Q1 What is the "Performance Coaching Bootcamp" course about?

It builds practical coaching capability through intensive live practice. Participants learn the GROW, OSCAR, and STEPPPA frameworks, powerful questioning, goal setting, feedback, and accountability. The course focuses on coaching conversations that shift thinking and drive measurable action.

## Q2 What are the key benefits of the "Performance Coaching Bootcamp" course?

It improves team performance and engagement by replacing instruction with structured coaching dialogue. Participants gain real practice hours, sharper questioning skills, and greater confidence in difficult conversations. Organisations benefit from stronger internal coaching capability and better retention of talent.

## Q3 What skills will I gain from the "Performance Coaching Bootcamp" course?

Participants gain coaching conversation facilitation, powerful questioning and active listening, goal setting and accountability building, and feedback and coaching ethics management.



## Q4 What tools, methods, or standards are covered in the "Performance Coaching Bootcamp" course?

The course covers the GROW model, the OSCAR framework, the STEPPPA model, SMART and well-formed outcome criteria, the SBI and BOOST feedback models, levels of listening, reframing techniques, the Kirkpatrick evaluation model, and coaching logs and observation checklists.

## Q5 How is the "Performance Coaching Bootcamp" course applied in real-world practice?

Participants apply it by running regular coaching conversations framed with GROW, questioning instead of advising, and setting clear actions with follow-up. They also coach through underperformance, document sessions ethically, and measure impact, embedding coaching as a routine management practice.