

TALENT DEVELOPMENT & COACHING



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Introduction

Talent Development & Coaching Training Course prepares professionals to build strong coaching capabilities that unlock employee potential across every level of an organization. Furthermore, it introduces practical coaching models, feedback techniques, and development planning tools that help managers move beyond simple supervision into genuine talent growth. Participants explore how structured coaching conversations improve performance, build confidence, and accelerate career progression. As a result, attendees gain a repeatable coaching approach they can apply immediately with their teams. This Training Course also examines how to design development plans that align individual growth with organizational goals, creating lasting value for both employees and the business.

Talent Development & Coaching Course Objectives

- Apply the GROW coaching model in development conversations
- Design individual development plans (IDPs) for team members
- Use active listening and powerful questioning techniques
- Deliver constructive feedback using the SBI framework
- Identify coaching opportunities within daily management activities
- Build coaching agreements that set clear expectations
- Apply strengths-based coaching to boost engagement
- Create talent development roadmaps linked to career goals
- Measure coaching effectiveness using development milestones
- Foster a coaching culture across teams and departments

Course Methodology

- Interactive lectures combined with live coaching demonstrations



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- Practice sessions using the GROW model and SBI framework
- Role-play exercises for feedback and coaching conversations
- Small-group workshops on development plan design
- Case study analysis of successful coaching interventions
- Peer coaching practice with structured feedback

Who Should Take This Course

- Managers and team leaders responsible for staff development
- HR professionals supporting talent growth initiatives
- Learning and development specialists
- Supervisors preparing to take on coaching responsibilities
- Anyone seeking to strengthen coaching and mentoring skills

Talent Development & Coaching Course Outlines

Day 1: Foundations of Talent Development and Coaching

- Defining talent development and its business impact
- Distinguishing coaching from mentoring and training
- Understanding the GROW coaching model
- Identifying coaching opportunities in daily work
- Reviewing core coaching competencies
- Setting personal coaching development goals
- Building trust and rapport with coachees





Day 2: Core Coaching Skills

- Practicing active listening techniques
- Asking powerful, open-ended questions
- Delivering feedback using the SBI framework
- Managing difficult coaching conversations
- Recognizing and addressing resistance to change
- Using silence and pacing effectively
- Building coaching agreements with clear expectations

Day 3: Designing Development Plans

- Creating individual development plans (IDPs)
- Setting SMART development goals
- Identifying skill gaps through self-assessment tools
- Aligning development plans with career pathing
- Building stretch assignments into development plans
- Tracking progress against development milestones
- Reviewing and adjusting plans regularly

Day 4: Strengths-Based and Situational Coaching

- Applying strengths-based coaching approaches
- Adapting coaching style to situational needs
- Coaching for confidence and engagement
- Supporting high-potential employees through targeted coaching
- Coaching underperformers toward improvement

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- Using assessment tools to guide coaching focus
- Balancing challenge and support in coaching conversations

Day 5: Building a Sustainable Coaching Culture

- Embedding coaching into everyday management practice
- Training managers as internal coaches
- Measuring coaching effectiveness and outcomes
- Linking coaching culture to employee retention
- Overcoming common barriers to coaching adoption
- Sustaining coaching practices through follow-up systems
- Creating a long-term talent development strategy

Conclusion

By successfully completing Talent Development & Coaching, participants will gain practical coaching skills, including the GROW model, active listening, and structured feedback techniques. In addition, they will have acquired the ability to design individual development plans and build a lasting coaching culture within their teams. This Training Course, delivered by Gentex Training Center, equips professionals to unlock employee potential and drive continuous growth across their organizations.

FAQs

Q1 What is the "Talent Development & Coaching" course about?



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This course teaches practical coaching techniques and development planning methods that help managers support employee growth. It focuses on building coaching skills that can be applied immediately in daily management.

Q2 What are the key benefits of the "Talent Development & Coaching" course?

Participants learn to improve employee performance, build confidence, and strengthen engagement through structured coaching. Furthermore, they gain tools to create a sustainable coaching culture that supports long-term talent growth.

Q3 What skills will I gain from the "Talent Development & Coaching" course?

You will develop skills in coaching conversations, feedback delivery, development plan design, and strengths-based coaching. These skills allow you to guide employees through meaningful, measurable growth.

Q4 What tools, methods, or standards are covered in the "Talent Development & Coaching" course?

The course covers the GROW coaching model, the SBI feedback framework, individual development plans, and strengths-based coaching approaches. These tools support consistent, effective coaching practice.



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Q5 How is the "Talent Development & Coaching" course applied in real-world practice?

Graduates apply these methods by running coaching conversations, building development plans, and tracking progress against milestones. As a result, teams see measurable improvements in performance and engagement.

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