

THE OXFORD LEADERSHIP & PERFORMANCE COACHING BOOTCAMP



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TRAINING CENTER



Introduction

The Oxford Leadership & Performance Coaching Bootcamp Training Course builds leaders who raise performance through structured coaching rather than instruction alone. Participants practise the full coaching conversation, from contracting and questioning to feedback, goal setting, and accountability. The programme combines recognised coaching frameworks with live practice and structured observation. As a result, learners gain a usable coaching method, not a theoretical overview. Furthermore, the course strengthens listening, emotional intelligence, and the leadership presence that makes difficult conversations productive.

The Oxford Leadership & Performance Coaching Bootcamp Course Objectives

- Define coaching and distinguish it from mentoring, training, and managing.
- Apply the GROW model to structure coaching conversations.
- Use powerful questioning and active listening techniques.
- Build a coaching agreement with clear contracting and boundaries.
- Give developmental feedback with the SBI (Situation-Behaviour-Impact) model.
- Apply emotional intelligence (Goleman) to regulate self and support others.
- Set performance goals with SMART criteria and OKRs.
- Coach across performance levels, from underperformance to high potential.
- Use the Thomas-Kilmann conflict modes when coaching meets resistance.
- Build a coaching culture and measure its effect on performance.

Course Methodology

- Live coaching practice in triads with observer feedback.

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- Workshops on questioning, listening, contracting, and feedback technique.
- Group exercises on goal setting, resistance, and performance conversations.
- Hands-on practice with GROW, SMART, OKRs, and the SBI model.
- Simulation of a coaching conversation with a resistant or underperforming colleague.
- Facilitator supervision and peer review on personal coaching practice.

Who Should Take This Course

- Managers, team leaders, and supervisors.
- HR, talent, and learning and development professionals.
- Internal coaches and coaching programme leads.
- Senior specialists moving into people leadership.
- Mentors and workplace assessors.
- Consultants supporting performance improvement.

The Oxford Leadership & Performance Coaching Bootcamp Course Outlines

Day 1: Coaching Foundations and the Coaching Mindset

- Coaching, mentoring, training, and managing compared.
- The coaching mindset: curiosity, non-directiveness, and belief in capability.
- When coaching works and when direction is needed instead.
- Contracting: purpose, boundaries, confidentiality, and expectations.
- Listening levels and the cost of poor listening.



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- Coaching ethics and professional boundaries.
- Case discussion: a leader who coached when direction was required.

Day 2: The GROW Model and Powerful Questioning

- Structuring a conversation with the GROW model.
- Goal: establishing what success looks like.
- Reality: exploring the present situation honestly.
- Options: generating choices before deciding.
- Will: committing to action and accountability.
- Powerful questioning techniques and open questions.
- Workshop: running a full GROW conversation with observation.

Day 3: Feedback, Emotional Intelligence, and Difficult Conversations

- Feedback with the SBI (Situation-Behaviour-Impact) model.
- Separating observation from interpretation and judgement.
- Emotional intelligence (Goleman) and self-regulation under pressure.
- Preparing for a difficult coaching conversation.
- Coaching underperformance with structured improvement plans.
- Resistance and the Thomas-Kilmann conflict modes.
- Simulation: coaching a resistant or underperforming colleague.

Day 4: Performance Goals, Measurement, and Coaching at Scale



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- Setting coaching goals with SMART criteria.
- Aligning individual goals with team objectives using OKRs.
- Tracking progress with KPIs, baselines, and review routines.
- Coaching for development, career growth, and succession.
- Coaching high performers without disengaging them.
- Group coaching, peer coaching, and learning sets.
- Exercise: building a coaching plan with measurable outcomes.

Day 5: Building a Coaching Culture and Personal Practice

- Habits and routines that sustain coaching practice.
- One-to-one rhythms and check-in structures.
- Building coaching capability across a team or function.
- Measuring the effect of coaching on performance and engagement.
- Reflective practice, supervision, and continuing development.
- Personal coaching development planning.
- Capstone: presenting a coaching culture plan for a real team.

Conclusion

By successfully completing The Oxford Leadership & Performance Coaching Bootcamp, participants will gain a practical command of the coaching conversation, from contracting and questioning to feedback and accountability. They will acquire skills in GROW-based coaching, powerful questioning, developmental feedback, and building a coaching culture. Gentex Training Center designs the programme to help leaders improve performance through conversation rather than instruction.





FAQs

Q1 What is the "The Oxford Leadership & Performance Coaching Bootcamp" course about?

It builds leaders who raise performance through structured coaching rather than instruction alone. The course spans coaching foundations and mindset, the GROW model and powerful questioning, feedback and difficult conversations, performance goals and measurement, and building a coaching culture.

Q2 What are the key benefits of the "The Oxford Leadership & Performance Coaching Bootcamp" course?

You gain a usable coaching method, not a theoretical overview. The course improves listening and questioning, makes performance conversations more productive, strengthens feedback practice, and helps you build accountability in your team without taking ownership away from people.

Q3 What skills will I gain from the "The Oxford Leadership & Performance Coaching Bootcamp" course?

You will develop four core skills: GROW-based coaching conversation technique, powerful questioning and active listening, developmental feedback and difficult conversation handling, and performance goal setting with coaching culture building.



Q4 What tools, methods, or standards are covered in the "The Oxford Leadership & Performance Coaching Bootcamp" course?

The course covers the GROW model, powerful questioning and active listening techniques, coaching contracting practice, the SBI (Situation-Behaviour-Impact) feedback model, Goleman's emotional intelligence framework, SMART criteria, OKRs, KPIs with baselines and review routines, structured improvement plans, the Thomas-Kilmann conflict modes, and group and peer coaching formats such as learning sets.

Q5 How is the "The Oxford Leadership & Performance Coaching Bootcamp" course applied in real-world practice?

Participants apply it to real work such as running a development conversation with a team member, coaching through an underperformance case, setting measurable goals for a high potential, and establishing one-to-one rhythms across a team. The same methods support succession conversations and coaching supervision.