

COACHING AND MENTORING SKILLS FOR MANAGERS - ILM ENDORSED

“Develop, Empower, and Inspire Your Team Through Effective Coaching and Mentoring.”

Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

► **Available delivery methods:** In-House Training

Introduction

In today’s fast-paced and competitive business world, managers must go beyond supervising tasks—they must develop people. Coaching and mentoring are powerful leadership tools that help managers unlock the potential of their teams, foster growth, and build a culture of continuous learning and engagement.

The Coaching and Mentoring Skills for Managers – ILM Endorsed program equips leaders with the mindset, techniques, and confidence to effectively coach and mentor their employees. It focuses on enhancing interpersonal communication, active listening, goal setting, and feedback skills that empower teams to achieve their best performance.

Through interactive sessions, practical exercises, and real-world applications, participants will learn to apply structured coaching models and mentoring frameworks to drive individual and organizational success.

Objectives

By the end of this course, participants will be able to:

- Understand the difference between coaching, mentoring, training, and counseling.
- Apply structured coaching and mentoring models such as GROW and CLEAR.
- Develop active listening and powerful questioning skills.
- Foster trust, motivation, and accountability within teams.
- Provide constructive feedback that encourages improvement and learning.
- Manage performance through supportive and developmental conversations.
- Build a coaching culture that aligns with organizational goals.
- Design and implement mentoring programs within their departments.

Why Attend

Managers who can effectively coach and mentor build stronger, more capable, and self-driven teams. This course enables participants to develop leadership skills that inspire, empower, and retain top talent. Whether you manage a small team or a large department, this training provides you with proven techniques to guide employees toward excellence, innovation, and long-term success. The ILM endorsement ensures that the course meets international standards of quality and professional development.

Target Audience

This course is ideal for:

- Line Managers and Supervisors
- Team Leaders and Project Managers
- HR and Learning & Development Professionals
- Department Heads and Senior Executives
- Aspiring Leaders and Mentors
- Professionals responsible for employee development and engagement

Individual Benefits

- Develop advanced coaching and mentoring capabilities.
- Strengthen communication, empathy, and interpersonal skills.
- Learn to motivate, guide, and support employee performance.
- Gain international recognition through ILM endorsement.
- Build confidence in managing developmental conversations.
- Enhance leadership presence and influence within the organization.

Organizational Benefits

- Foster a culture of learning, collaboration, and empowerment.
- Improve employee engagement, productivity, and retention.
- Strengthen leadership pipelines through mentorship programs.
- Enhance performance management through supportive coaching.
- Encourage innovation and personal accountability among teams.
- Achieve measurable improvement in organizational effectiveness.

Instructional Methodology

The program uses an interactive, experiential learning approach, including:

- Instructor-led workshops and live demonstrations
- Role-playing and practical coaching sessions
- Case studies and real-world leadership scenarios
- Reflective exercises and peer feedback
- Development of personalized coaching and mentoring plans
- Continuous support, discussion, and guided practice

Course Outline

Module 1: Introduction to Coaching and Mentoring – Concepts and Importance

Module 2: The Manager as a Coach and Mentor

Module 3: Building Trust and Effective Communication

Module 4: Coaching Models – GROW, CLEAR, and OSKAR Frameworks

Module 5: Active Listening, Questioning, and Feedback Techniques

Module 6: Managing Performance and Motivation Through Coaching

Module 7: Designing and Implementing Mentoring Programs

Module 8: Overcoming Common Coaching Challenges

Module 9: Creating a Coaching Culture Within the Organization

Module 10: Capstone Project – Coaching and Mentoring Action Plan

Certification

Upon successful completion, participants will receive an ILM-Endorsed Certificate in Coaching and Mentoring Skills for Managers, validating their ability to coach, mentor, and develop individuals and teams to achieve organizational excellence.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation's unique goals.

In-House / Customized Training

Interested in running this course for your team?

Please contact us:

TEL:

+601116373203

EMAIL:

info@mawaevents.net

© Material published by MAWA Events shown here is copyrighted. All rights reserved. Any unauthorized copying, distribution, use, dissemination, downloading, storing (in any medium), transmission, reproduction or reliance in whole or any part of this course outline is prohibited and will constitute an infringement of copyright.