

## **Course Title:**

# **Growing Future Leaders: Coaching & Mentoring for Success**

## **Overview**

Coaching and Mentoring can be a strategic and business enabler among a company's professional development resources. Structured coaching and formal mentoring programs support new initiatives, impact culture and can be one of the most effective ways to develop new talent and build your leadership pipeline. To make this work, leaders have to be prepared to understand the role, expectations and learning objectives. They also need to be skilled at delivering constructive feedback.

## **Key Outcomes**

Upon completion of this course, participants will be able to:

- Understand why coaching is a key performance enabler
- Characteristics of an effective coach
- Set performance goals & objectives
- Apply coaching skills to improve performance
- Differentiate between coaching and mentoring
- Leverage on the strengths of the Mentor / Mentee
- Provide constructive feedback on mentee's skills and development needs
- Apply the STAR and T-GROW models

## **Workshop Outline**

- What is coaching for performance and mentoring for success
- Coaching and mentoring – low tech, high touch
- Expectation of a people manager
- The roles and responsibilities of a coach / mentor
- Recognize the benefits of developing future leaders
- Strengths and competency to be an effective coach / mentor
- Facilitating feedback and ensuring follow ups
- Steps in coaching / mentoring
- Measuring your success

## **Who Should Attend**

HR Managers and executives, Talent Champions, Learning & Development leaders, Line managers & supervisors.

### **Training Methodology**

- Brief presentations
- Triad activities
- Self-assessment
- Case studies
- Role modelling

### **Duration**

2 Days (14 hours)