MANAGEMENT

MG28 Coaching for Leadership Impact

This course enables participants to adopt a coaching mindset as part of their everyday leadership practice. Through a blend of practical exercises, reflection, and applied theory, delegates will explore how to have impactful conversations, support development in others, and embed coaching into team and organisational culture. Emphasis is placed on real-time application, self-awareness, and the use of structured coaching approaches to unlock potential. By the end of the course, participants will have gained the confidence, competence, and strategies to lead with clarity, empathy, and effectiveness through coaching.

Course Information

Duration: 5 days

London (£4950): 9th March 2026, 18th May 2026, 13th July 2026, 7th September 2026, 26th October 2026, 14th December 2026, 26th April 2027, 5th July 2027, 23rd August 2027, 18th October 2027, 6th December 2027, 13th March 2028

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This course is ideally suited for managers, team leaders, and senior professionals with responsibility for developing individuals and teams. It is particularly valuable for leaders who manage direct reports, are preparing future talent, or are supporting team transformation. Delegates may come from any sector, including business, government, education, healthcare, or not-for-profit. While prior coaching experience is not required, participants should have people management responsibilities and a commitment to enabling

growth in others.

Course profile

Exploring Coaching as a Leadership Capability

- Investigating the purpose and principles of coaching in leadership
- Distinguishing coaching from managing, mentoring, and counselling
- Identifying individual and organisational benefits of a coaching approach
- Creating trust and psychological safety as foundations for coaching
- Establishing coaching agreements and ethical boundaries

Building Foundational Coaching Skills

- Embedding a coaching mindset into daily leadership routines
- Asking powerful, open-ended questions to stimulate thinking
- Practising active listening and empathetic responses
- Holding effective developmental feedback conversations
- Recognising limiting beliefs and promoting personal insight

Enhancing Coaching Presence and Impact

- Demonstrating presence, emotional intelligence, and empathy
- Coaching through complexity, uncertainty, or conflict
- Facilitating moments of insight and behavioural change
- Leading coaching conversations in time-constrained settings
- Engaging in structured peer coaching for practice and feedback

Coaching for Growth and Accountability

- Identifying individual strengths, potential, and development needs
- Supporting career planning and long-term growth conversations
- Encouraging ownership, self-direction, and accountability
- Integrating coaching into performance conversations and processes
- Creating environments that support a coaching culture

Leading Through Coaching and Collaboration

- Coaching teams to build ownership, trust, and shared purpose
- Facilitating team discussions using coaching techniques
- Addressing team challenges with inquiry and reflection
- Embedding coaching into leadership routines and team culture

Competencies

At the end of the course, delegates will be able to:

- Apply coaching principles confidently within a leadership context
- Differentiate coaching from other developmental approaches and use it appropriately
- Use powerful questions and active listening to facilitate growth in others
- Build psychological safety to support open and honest conversations
- Support performance and development through coaching-led feedback
- Integrate coaching into one-to-one and team conversations
- Enable others to take ownership, accountability, and self-directed action
- Develop and implement a personal plan for embedding coaching into leadership practice

Course Booking

Call us: +44 (0) 207 724 6007

Email us: training@lmcuk.com

www.lmcuk.com

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