MANAGEMENT

MG53-2 Leading Performance Through Coaching

This two-day programme focuses on strengthening how managers use coaching and performance conversations to drive results, build accountability, and support development. It combines practical coaching approaches with the skills needed to handle both everyday and more challenging performance discussions. The programme builds from core coaching principles and techniques through to applying these in real performance scenarios. Participants will develop greater confidence, improve the quality of their conversations, and leave with practical approaches they can apply immediately in their role.

Course Information

Duration: 2 days

London (£1980): 6th July 2026, 9th November 2026, 12th April 2027, 23rd August 2027, 10th January 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 programme is designed for managers who regularly hold performance conversations and want to improve how these are handled in practice. It is particularly relevant for those looking to move beyond directive discussions and use coaching to drive greater ownership, clarity, and performance. It is suited to managers who want to build confidence in both everyday and more challenging conversations, including

feedback, performance issues, and development discussions, and who recognise the impact these conversations have on team performance and accountability.

Course profile

Foundations of Coaching and Effective Conversations

- Understanding the role of coaching in improving performance and accountability
- Shifting from directive to coaching-led management approaches
- Building core coaching skills, including listening and effective questioning
- Structuring conversations to create clarity, ownership, and action
- Practising coaching techniques in everyday performance scenarios

Coaching for Performance Conversations

- Understanding the role of coaching in driving performance and accountability
- Moving from directive to coaching-led conversations
- Using structured questioning to improve clarity and ownership
- Delivering feedback that is clear, specific, and actionable
- Handling difficult conversations and resistance effectively
- Embedding regular, high-quality performance conversations into daily management

Competencies

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

- Use coaching techniques to improve the quality of performance conversations
- Ask effective questions that drive insight, ownership, and action
- Provide clear, constructive feedback that improves performance
- Handle challenging or sensitive conversations with confidence
- Build accountability and support development through regular dialogue

Course Booking

Call us: +44 (0) 207 724 6007

Email us: training@lmcuk.com

www.lmcuk.com

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