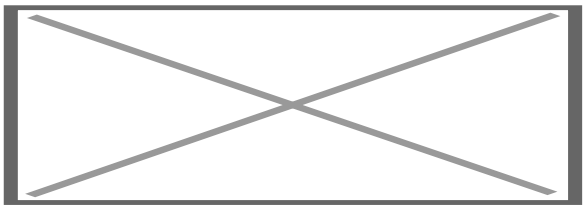
MANAGEMENT

MG26 Coaching and Mentoring to Enhance Performance

This course empowers participants with the frameworks, tools, and practical techniques to apply coaching and mentoring in real-world settings. It goes beyond theory by providing participants with hands-on practice and structured reflection, enabling them to build confidence in their ability to guide, develop, and empower others. Whether supporting peers, leading a team, or influencing across functions, delegates will learn how to create purposeful developmental relationships that drive personal and professional growth. Participants will be equipped to foster high-performance mindsets, encourage continuous learning, and embed coaching and mentoring into daily practice.

Professional Accreditation

This programme has been independently assessed and accredited by The CPD Group, recognising the quality, practical relevance, and professional development value of the training. Participants can earn recognised CPD credits while developing skills designed for immediate workplace application.



Course Information

Duration: 5 days

London (£4950): 2nd February 2026, 27th April 2026, 22nd June 2026, 10th August 2026, 5th October 2026, 23rd November 2026, 1st February 2027, 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 ideal for professionals seeking to build their coaching and mentoring capability to enhance performance—either within their own role, their team, or wider organisation. Suitable for line managers, project leaders, HR professionals, talent developers, or individuals transitioning into people-focused roles, the programme provides practical skills for those who support others' growth, development, and goal achievement.

Course profile

Establishing Effective Mentoring Relationships

- Exploring the purpose and principles of mentoring relationships
- Differentiating mentoring from coaching, managing, and advising
- Building trust and rapport with mentees
- Structuring an effective mentoring conversation

Coaching for Development and Performance

- Understanding coaching as a leadership style
- Applying core coaching skills: listening, questioning, and goal-setting
- Practising the GROW and CLEAR coaching models
- Giving and receiving developmental feedback
- Delivering structured peer feedback

Enhancing Self and Others Through Coaching and Mentoring

- Building self-awareness and emotional intelligence through coaching
- Identifying personal development goals and blind spots
- Coaching others to align personal values with professional objectives
- Using mentoring to support career and capability progression
- Integrating coaching/mentoring into daily practice

Building High-Performing Teams Through Coaching and Mentoring

- Creating a team culture that supports learning and openness
- Facilitating peer coaching and mentoring circles

- Strengthening trust, communication, and accountability in teams
- Using feedback as a tool for collective performance improvement
- Leading from within: empowering others through developmental dialogue

Embedding Coaching and Mentoring in Organisations

- Linking coaching and mentoring to strategic goals and performance
- Developing coaching capability across leadership levels
- Measuring impact and evaluating outcomes
- Building sustainable mentoring programmes in the workplace

Competencies

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

- Distinguish between coaching and mentoring and use each appropriately
- Apply structured models (e.g., GROW, CLEAR) to support personal and team development
- Demonstrate core coaching skills including active listening and developmental questioning
- Facilitate effective mentoring conversations that support goal achievement
- Increase self-awareness and support others in developing performance and potential
- Use coaching and mentoring to build trust, accountability, and resilience in teams
- Contribute to a learning culture through peer support and reflective practice
- Align coaching and mentoring practices with wider organisational objectives

Course Booking

Call us: +44 (0) 207 724 6007

Email us: training@lmcuk.com

www.lmcuk.com

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