



MANAGEMENT

MG26 Coaching and Mentoring for Team Leaders

This course empowers Managers and Team Leaders with advanced coaching and mentoring techniques to significantly enhance team performance and individual development within any business setting. Over five intensive days, participants will engage with dynamic methods and models tailored to foster a robust learning environment, encouraging both personal and professional growth. The program meticulously integrates practical skills with theoretical models, ensuring that each leader is equipped to implement transformative strategies and cultivate a culture of continuous improvement in their respective organisations.

Course Information

Duration: 5 days

London (£4950): 23rd June 2025, 11th August 2025, 6th October 2025, 24th November 2025

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 specifically designed for Managers and Team Leaders who aspire to amplify their influence and effectiveness through advanced coaching and mentoring skills. Ideal for those in charge of teams, projects, or departments, the training is pivotal for leaders eager to promote a learning culture, enhance team performance, and navigate complex workplace dynamics more proficiently.

Course profile

Establishing the Foundations of Coaching and Mentoring

- Understanding the core concepts and differences between coaching and mentoring
- Reviewing the structure and implementation of workplace coaching and mentoring programs
- Discussing the benefits and potential challenges of these programs
- Cultivating a learning culture within the organisation
- Coaching and mentoring models and tools (GROW Model, ACHIEVE Model)

Developing practical and actionable skills

- Creating a supportive, blame-free and challenging environment
- Understanding assertiveness and its role in personal and professional development
- Questioning techniques
- Listening – how to hear and be present with your coachee or mentored
- Identifying and resolving conflict between individuals

Adaptive Learning Styles and Feedback

- Identifying and adapting to different learning styles (Honey and Mumford, VAK, KOLB)
- Techniques for giving and receiving constructive feedback
- Tailoring coaching approaches to individual learning preferences
- Engaging in active feedback sessions
- Implementing feedback to foster immediate learning

Goal Setting and Motivation

- Structuring goals that motivate and inspire team members
- Utilising advanced coaching models to support goal achievement
- Applying the CLEAR and STEPPPA models in coaching scenarios
- Role-playing to simulate real-life application of motivational techniques
- Evaluating and adjusting goals based on feedback and performance

Performance Management and Continuous Improvement

- Integrating coaching and mentoring into performance management
- Measuring and analysing performance to identify developmental needs
- Developing continuous personal and professional growth plans
- Creating a support system for post-coaching and mentoring stress relief
- Crafting a Personal Development Action Plan (PDAP)

Competencies

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

- Implement effective coaching and mentoring strategies within their team.
- Distinguish between different coaching and mentoring models and apply them appropriately.
- Facilitate open and productive communication, enhancing team collaboration.
- Recognise and adapt to various learning styles to optimise training and development.
- Set inspiring goals and motivate team members to achieve them.
- Provide constructive feedback that promotes learning and development.
- Measure team performance and identify areas for improvement.
- Develop and support a continuous learning environment within their organisation.

Course Booking

Call us: +44 (0) 207 724 6007

Email us: training@lmcuk.com

www.lmcuk.com

RESERVE A PLACE