Coaching & Mentoring for Leaders

Best For

This program is ideal for:
Early to mid-career professionals
Individual contributors
Consultants and subject-matter experts
Professionals moving into people leadership, team development, or capability-building roles

Delivery Style

The learning experience is highly practical, insight-driven, and focused on building effective coaching and mentoring behaviors that support growth, performance, and long-term development in modern workplaces.

Outcome Level

Participants develop stronger people-development capability, improved leadership confidence, and the ability to coach and mentor others effectively while balancing performance expectations and professional growth.

Program Positioning

As workplaces become more complex and fast-changing, leaders are expected not only to manage performance but also to develop people. Coaching and mentoring have become essential leadership capabilities that enable learning, engagement, and long-term capability building. However, many professionals struggle to coach or mentor effectively without formal authority, time, or structure.

This program is designed for professionals who want to develop practical coaching and mentoring skills that fit into real workplace situations. It focuses on everyday leadership conversations, guidance, feedback, and development support rather than formal coaching models alone. The program helps leaders shift from directing and fixing to enabling growth, accountability, and confidence in others.

The content reflects modern leadership expectations across the USA, Australia, Canada, and global organizations, where coaching and mentoring are key drivers of performance, retention, and leadership readiness.

✅ Ideal for professionals with 0–8 years of experience
✅ Ideal for those transitioning into leadership, people development, or advisory roles

LEARNING STRUCTURE (8 HOURS)

Block 1 — Foundations of Coaching & Mentoring in Leadership

This session builds a strong foundation by explaining what coaching and mentoring mean in modern leadership contexts and why they are critical for developing people and sustaining performance. Participants understand the difference between managing, coaching, and mentoring, and how each role shows up in everyday leadership situations.

It covers:

- The difference between coaching, mentoring, and managing
- When to coach versus when to mentor
- Why coaching and mentoring are core leadership responsibilities
- Common misconceptions about coaching in the workplace

✅ **Outcome:** Clear understanding of coaching and mentoring fundamentals and leadership relevance.

Block 2 — Coaching Mindset & Leader Self-Awareness

This session focuses on the mindset required to coach effectively as a leader. Participants explore how their assumptions, habits, and leadership style influence coaching conversations and outcomes.

It covers:

- Shifting from problem-solving to enabling thinking
- Understanding personal coaching strengths and gaps
- The impact of mindset on coaching effectiveness
- Letting go of control and “fixing” behavior

✅ **Outcome:** Improved coaching mindset and self-awareness.

Block 3 — Building Trust & Psychological Safety for Coaching

This session strengthens the human foundation required for effective coaching and mentoring. Participants understand how trust and psychological safety influence openness, learning, and development.

It covers:

- Creating safe environments for honest conversations
- Building trust through consistency and presence
- Encouraging openness without judgment
- Handling vulnerability professionally

✅ **Outcome:** Stronger trust and psychological safety in coaching relationships.

Block 4 — Coaching Conversations & Powerful Questioning

This session focuses on how leaders conduct effective coaching conversations. Participants learn how the quality of questions, listening, and presence shapes insight and growth.

It covers:

- Structuring coaching conversations
- Asking open, reflective questions
- Listening beyond surface-level responses
- Avoiding advice-giving too early

✅ **Outcome:** Improved quality and effectiveness of coaching conversations.

Block 5 — Mentoring for Growth & Career Development

This session addresses mentoring as a longer-term developmental relationship. Participants explore how leaders can guide, support, and share experience without creating dependency.

It covers:

- The role of mentoring in professional growth
- Supporting career development and confidence
- Sharing experience responsibly
- Avoiding over-direction or bias

✅ **Outcome:** Stronger mentoring capability and developmental guidance.

Block 6 — Coaching for Performance & Accountability

This session focuses on using coaching to support performance while maintaining accountability. Participants learn how to balance empathy with expectations.

It covers:

- Coaching through performance challenges
- Supporting ownership and accountability
- Giving guidance without micromanaging
- Reinforcing standards through coaching

✅ **Outcome:** Improved performance coaching and accountability.

Block 7 — Navigating Challenges in Coaching & Mentoring

This session helps leaders handle difficult coaching and mentoring situations. Participants build confidence in addressing resistance, disengagement, or lack of progress.

It covers:

- Managing resistance to coaching
- Handling defensiveness or disengagement

- Knowing when coaching is not appropriate
- Maintaining boundaries in mentoring relationships

✅ **Outcome:** Greater confidence in handling challenging coaching situations.

Block 8 — Coaching & Mentoring Action Plan

This final session focuses on embedding coaching and mentoring into daily leadership practice. Participants reflect on their leadership approach and create a practical plan for consistent application.

It covers:

- Identifying coaching and mentoring priorities
- Integrating coaching into daily leadership interactions
- Building sustainable development habits
- Creating a personal coaching and mentoring action plan

✅ **Outcome:** Clear, practical plan for applying coaching and mentoring consistently.

✅ What You Will Walk Away With

Participants complete the program with:
Stronger ability to analyze complex workplace problems
Improved decision-making clarity
Better understanding of cause-and-effect relationships
Reduced reactive problem-solving
A structured approach to handling complexity
A Knowledge Que Course Completion Certificate (8 PDUs)

✅ Certification (Delivery-Neutral & Legally Safe)

On successful completion of the program, learners receive:
Knowledge Que – Course Completion Certificate
Recognition of 8 Professional Development Units (PDUs)
A digital certificate suitable for:
LinkedIn
Resume & Portfolio
Professional Profiles
Issued by Knowledge Que – Powered by Experts

✅ Why Knowledge Que

Expert-led, practical professional skills training
Real-world workplace scenarios

Skill-focused learning with immediate application
Programs designed specifically for modern professionals

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