



Coaching and Mentoring Training for Leadership Growth

30 November – 4 December 2026
Vienna (Austria)



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Introduction

The Coaching and Mentoring Training for Leadership Growth course equips professionals with the essential frameworks, tools, and techniques to develop effective leadership skills through structured coaching and mentoring. This training explores how modern organizations leverage leadership coaching strategies to enhance performance, build talent pipelines, and support continuous professional development. Participants will gain a deep understanding of the differences between coaching and mentoring, and how each contributes to leadership excellence. The program also addresses real-world leadership challenges, enabling learners to apply practical coaching models that improve team engagement and organizational outcomes. It emphasizes communication, feedback, and behavioral transformation within professional environments. Participants will implement sustainable mentoring programs and coaching frameworks that drive leadership growth and long-term success.

Targeted Groups

This Coaching and Mentoring Training for Leadership Growth targets professionals seeking knowledge and skills:

- Senior managers aiming to enhance leadership effectiveness.
- Team leaders are responsible for employee development.
- HR professionals managing talent development programs.
- Learning and development specialists are designing training strategies.
- Project managers leading diverse teams.
- Organizational leaders are focusing on performance improvement.
- Entrepreneurs are building leadership capacity within teams.
- Professionals transitioning into leadership roles.

Course Objectives

Participants will achieve the following objectives by completing the Coaching and Mentoring Training for Leadership Growth course:

- Understand the principles of coaching and mentoring in leadership.
- Differentiate between coaching techniques and mentoring approaches.
- Apply leadership coaching models in workplace scenarios.
- Develop structured mentoring programs for organizations.
- Enhance communication and active listening skills.
- Build trust and rapport with team members effectively.
- Use feedback strategies to improve performance outcomes.
- Identify leadership strengths and development areas.
- Support employee growth through personalized coaching plans.
- Facilitate goal-setting and accountability processes.
- Improve decision-making through guided coaching conversations.
- Strengthen emotional intelligence in leadership roles.
- Align coaching practices with organizational objectives.
- Measure the impact of coaching and mentoring initiatives.

Targeted Competencies

Participants will gain the following competencies during the Coaching and Mentoring Training for Leadership Growth program:

- Leadership coaching and mentoring expertise.
- Effective communication and listening techniques.
- Performance coaching and feedback delivery skills.
- Relationship-building and trust development.
- Strategic thinking in leadership development.
- Problem-solving through coaching frameworks.
- Emotional intelligence and self-awareness.
- Goal-setting and performance management skills.
- Talent development and succession planning.
- Adaptability in leadership coaching styles.

Studying Scenarios

In this Coaching and Mentoring Training for Leadership Growth training, participants develop skills through the following scenarios:

- Coaching underperforming employees to improve productivity.
- Mentoring high-potential talent for leadership roles.
- Handling difficult conversations with team members.
- Building trust within cross-functional teams.
- Supporting career development through structured mentoring.
- Applying coaching models in performance reviews.
- Managing resistance to feedback in leadership contexts.

Course Content

Unit 1: Foundations of Coaching and Mentoring

- Define coaching and mentoring in modern leadership contexts.
- Explore the importance of leadership development programs.
- Identify key differences between coaching and mentoring.
- Understand the role of a coach versus a mentor.
- Examine the impact of coaching on organizational performance.
- Analyze mentoring as a tool for knowledge transfer.
- Recognize ethical considerations in coaching relationships.
- Understand confidentiality and trust in mentoring practices.

Unit 2: Core Coaching Skills for Leaders

- Develop active listening techniques for effective coaching.
- Practice powerful questioning to stimulate critical thinking.
- Use structured coaching models such as GROW.
- Enhance communication clarity in leadership interactions.
- Build rapport and trust with team members.
- Apply emotional intelligence in coaching conversations.
- Deliver constructive feedback to improve performance.
- Manage coaching sessions with clear objectives and outcomes.

Unit 3: Mentoring Strategies for Leadership Growth

- Design structured mentoring programs for organizations.
- Match mentors and mentees effectively.
- Establish clear mentoring goals and expectations.
- Support long-term professional development plans.
- Encourage knowledge sharing and collaboration.
- Address challenges in mentoring relationships.
- Monitor progress and evaluate mentoring success.
- Promote leadership succession through mentoring initiatives.

Unit 4: Advanced Coaching Techniques and Applications

- Apply coaching strategies for leadership development.
- Handle difficult coaching situations with confidence.
- Coach diverse teams in dynamic work environments.
- Support behavioral change through coaching interventions.
- Use data-driven insights in coaching decisions.
- Align coaching practices with business goals.
- Integrate coaching into performance management systems.
- Evaluate coaching effectiveness using measurable outcomes.

Unit 5: Implementing Coaching and Mentoring Programs

- Develop organizational coaching frameworks.
- Integrate mentoring programs into HR strategies.
- Create scalable leadership development initiatives.
- Train managers to become effective coaches.
- Measure the ROI of coaching and mentoring programs.
- Foster a coaching culture within organizations.
- Use digital tools to support coaching processes.
- Ensure continuous improvement in leadership programs.

Final Insights & Key Takeaways

Coaching and mentoring are essential leadership development tools that drive performance, engagement, and long-term organizational success. Mastering these practices enables leaders to build strong teams, foster growth, and create a sustainable culture of continuous learning.