



Human Resources Management

Masterclass in coaching and mentoring for L&D managers

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- Location: London
 - Date: From 3/3/2025 To 7/3/2025
 - Investment: \$5950 (Excluding VAT)



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ACADEMY

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Course Introduction

This 5-day intensive course equips L&D (Learning & Development) managers with advanced coaching and mentoring skills to effectively guide and support employee growth and development within their organizations. Participants will learn to leverage coaching and mentoring as powerful tools for enhancing employee performance, fostering a high-performance culture, and achieving organizational goals.

Training Method

- Pre-assessment
 - Live group instruction
 - Use of real-world examples, case studies and exercises
 - Interactive participation and discussion
 - Power point presentation, LCD and flip chart
 - Group activities and tests
 - Each participant receives a binder containing a copy of the presentation
 - slides and handouts
 - Post-assessment
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Course Objectives

Upon successful completion of this course, participants will be able to:

- Understand the principles and practices of effective coaching and mentoring.
- Develop and implement personalized coaching and mentoring plans for employees.
- Conduct effective coaching and mentoring sessions, including active listening, powerful questioning, and feedback techniques.
- Guide employees in setting SMART goals and developing action plans for professional and personal growth.
- Build strong rapport and trust with employees to create a supportive coaching relationship.
- Address performance issues and provide constructive feedback in a supportive and motivating manner.
- Evaluate the effectiveness of coaching and mentoring interventions.
- Integrate coaching and mentoring into the overall L&D strategy of the organization.

Who Should Attend?

This course is designed for L&D professionals, HR professionals, and anyone involved in employee development, including:

- L&D Managers
 - Training Managers
 - HR Business Partners
 - Team Leaders and Supervisors
 - Managers and Executives with coaching responsibilities
 - Anyone interested in developing their coaching and mentoring skills
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Course Outline


Day 1: Foundations of Coaching and Mentoring

- Principles of Coaching and Mentoring: Key Concepts and Definitions
- The Role of Coaching and Mentoring in Employee Development
- Different Coaching Styles and Approaches
- Setting Clear Coaching Goals and Objectives

Day 2: Building Effective Coaching Relationships

- Active Listening and Empathic Communication
- Powerful Questioning Techniques
- Providing Constructive Feedback and Receiving Feedback
- Building Trust and Rapport with Coachees
- Creating a Safe and Supportive Coaching Environment

Day 3: Coaching for Performance Improvement


- Identifying and Addressing Performance Gaps
 - Setting SMART Goals and Developing Action Plans
 - Motivating and Empowering Employees to Achieve Goals
 - Dealing with Difficult Conversations and Addressing Performance Issues
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Course Outline

Day 4: Mentoring for Career Development

- Career Planning and Development
- Identifying and Nurturing Talent
- Building a Strong Mentoring Network
- Executive Coaching and Leadership Development
- Coaching for Innovation and Creativity

Day 5: Advanced Coaching Techniques and Best Practices

- Coaching for Resilience and Well-being
 - Using Technology in Coaching (e.g., online coaching, virtual coaching)
 - Evaluating the Effectiveness of Coaching Interventions
 - Coaching Ethics and Professional Standards
 - Case Studies and Real-World Applications
 - Q&A and Wrap-up Session
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Registration & Payment

Complete & Mail to London Royal Academy or email
registration@londonra.com

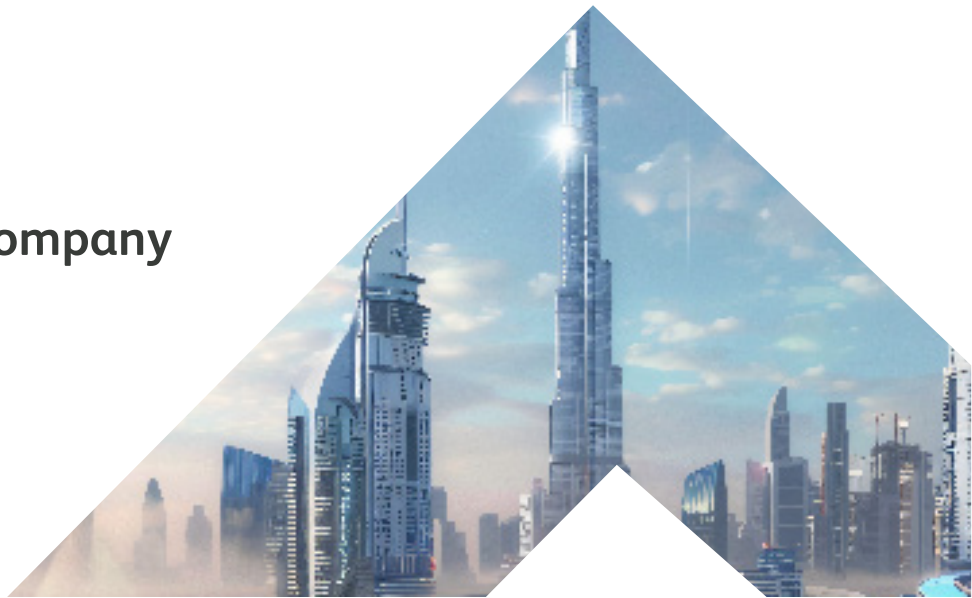


Registration Form

- Full Name (Mr / Ms / Dr / Eng)
- Position
- Telephone / Mobile
- Personal E-Mail
- Official E-Mail
- Company Name
- Address
- City / Country

Payment Options

- ☐ Please invoice me
- ☐ Please invoice my company





Terms & Conditions

Complete & Mail to London Royal Academy or email

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Cancellation and Refund Policy

Delegates have 14 days from the date of booking to cancel and receive a full refund or transfer to another date free of charge. If less than 14 days' notice is given, then we will be unable to refund or cancel the booking unless on medical grounds. For more details about the Cancellation and Refund policy, please visit

www.londonra.com/terms-and-conditions/

Registration & Payment

Please complete the registration form on the course page & return it to us indicating your preferred mode of payment. For further information, please get in touch with us

Course Materials

The course material, prepared by the LRA, will be digital and delivered to candidates by email

Certificates

Accredited Certificate of Completion will be issued to those who attend & successfully complete the programme.

Travel and Transport

We are committed to picking up and dropping off the participants from the airport to the hotel and back.



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OUR PARTNERS



THANK YOU

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