SQT

TRAINING THAT DEVELOPS
REAL CAPABILITY











Coaching Skills for People Managers

LPD001

Coaching Skills for People Managers

This course is designed to provide individuals and managers with the ability to support others as they develop existing and/or new skills to enhance their individual performance in the workplace. This course will give an opportunity for attendees to learn about useful coaching models as well as the opportunity to practice these models and receive feedback and support as they develop their own individual coaching abilities. This course will provide the skills knowledge and tools required to undertake organizational coaching.

Duration & Price

Duration: 2 days
Delivery mode: This programme is available In-Company

Dates & Locations

In-Company training programmes are customised for your organisations specific needs. Most In-Company training is now delivered virtually.

In-Company Training

Please contact us for more information on our In-Company training options

What's covered?

This interactive programme introduces coaching as a core leadership skill. Using practical tools and structured frameworks learners will explore how coaching supports performance development and organisational goals.

Topics include:

- Understanding the role and qualities of an effective coach
- Distinguishing coaching from other managerial roles
- Using coaching to enhance individual and organisational performance
- Setting powerful measurable coaching goals
- Creating safe and confidential conditions for coaching conversations
- Applying effective questioning and active listening techniques
- Managing coaching challenges and expectations

All modules are practical and can be adapted to meet specific organisational requirements through in-company delivery.

Who should participate?

This programme is ideal for managers supervisors and individuals who want to build their ability to coach effectively within a workplace context. It is designed for those seeking to enhance both individual and team performance through coaching practices.

It is particularly suitable for:

- Team leaders and supervisors
- Middle managers
- HR professionals and learning & development specialists

Learners will finish with the capability to coach confidently in support of performance and organisational priorities.

English Language Competency
A good standard of written and spoken English is important to engage effectively with this programme.

What will I learn?

On successful completion of this course learners will be able to:

- Explain the unique value of coaching as a tool for workplace development
- Apply the G.R.O.W. model of coaching in practical situations
- Set clear measurable coaching goals aligned to organisational objectives
- Build and maintain confidential and supportive coaching relationships
- Demonstrate active listening and powerful questioning skills
- Manage the coaching process and evaluate its effectiveness as a development tool

These outcomes ensure learners leave with practical skills that can be applied immediately in the workplace.

How do we train and support you?

We use a highly interactive, practical methodology rooted in experiential learning. This ensures that every learner has the opportunity to apply new techniques, receive feedback and reflect on personal development throughout the course.

Support elements include:

- Pre-training consultation for in-company courses to tailor content to learner and organisational needs
- Facilitated skills practice sessions recorded for feedback and individual reflection, allowing learners to experiment in a safe, supportive space
- Guided post-training reflective activities designed to embed learning, support behavioural change and identify future goals
- Optional personalised coaching sessions (either one-to-one or group-based)
- Live training is available virtually or delivered onsite to suit the needs of the team

Class sizes are generally limited to 10-12 participants to support personalised learning and individual support.

How can you progress?

This programme provides a strong foundation in workplace coaching. Learners may also consider:

- Managing Performance Effectively
- Train the Trainer for Industry
- Leading & Managing People - QQI Level 6

These next steps help learners to build on their coaching expertise and broaden their leadership capabilities.

Tutors



Gina Ryan
View Profile

What Our Learners Say

We believe in excellence through transparency and continuous improvement. That's why we invite all our delegates to share their experiences on CourseCheck.com, an independent platform dedicated to genuine, unfiltered feedback. Learner insights help us not only to enhance our training programmes but also empower potential learners to make informed decisions. Click on the link below to read firsthand experiences and testimonials from past learners.



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- Join our Lean Six Sigma Network
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- Project & Programme Management

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- Laboratory
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LEADERSHIP & PERSONAL DEVELOPMENT

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- Train the Trainer

QQI AWARD | IEMA - APPROVED - | CompEx Part of the JTL Group | FSPCA FOOD SAFETY PREVENTIVE CONTROLS ALLIANCE | CQI IRCA APPROVED TRAINING PARTNER | Chartered Institute of Environmental Health

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