

COACHING AND MENTORING TRAINING PROGRAM

EMPOWER TALENT, ACCELERATE GROWTH, BUILD FUTURE LEADERS

PROGRAM OVERVIEW

The Coaching and Mentoring Training Program by ProClipse Consulting helps organizations strengthen leadership capability, talent development, and employee growth through practical coaching and mentoring strategies.

In today's evolving workplace, the ability to coach, mentor, and support others is a critical leadership capability that strengthens engagement, performance, and retention. This program equips leaders, managers, mentors, and emerging leaders with practical tools, inclusive coaching approaches, and structured mentoring techniques that support individual and organizational growth.

Through interactive discussions, coaching practice labs, simulations, and applied learning activities, participants develop the confidence and skills needed to lead impactful coaching conversations, build mentoring relationships, and support long-term talent development across teams and business units.

WHO SHOULD ENROLL

This training program is ideal for:

- People managers and team leaders
- High-potential talent and emerging leaders
- HR, L&D, and Talent Development professionals
- Executive sponsors and senior leaders
- Mentors and coaches in formal programs
- Leaders in family-owned or growing businesses



KEY TAKEAWAYS

WHY CHOOSE THIS TRAINING

- **Blended, Hands-On Learning Experience:** Participants engage in facilitator-led sessions, peer dialogue, and real-world simulations to build practical skills in coaching, mentoring and sponsorship.
- **Proven Coaching and Mentoring Frameworks:** Equips learners with tools like GROW Model, behavioral coaching techniques, and inclusive mentoring strategies that can be applied consistently across the organization.
- **Live Practice Labs with Feedback:** Structured role-plays, coaching labs, and real-time feedback help participants strengthen their confidence and effectiveness through active learning.
- **Building a Scalable Mentorship Culture:** Guided workshops and design sessions support organizations in embedding mentorship, sponsorship, and inclusive coaching practices across teams and leadership levels.
- **Leadership Development with Lasting Impact:** Supports long-term talent growth and succession by developing leaders who can elevate others, contributing to a more engaged, empowered, and future-ready workforce.



LEARNING OBJECTIVES

By the end of the program, participants will be able to:

- ✓ Apply practical coaching, communication, and behavioral techniques to enhance individual and team performance
- ✓ Lead structured, purposeful coaching conversations that align with business and development goals.
- ✓ Build effective mentoring and developmental support relationships that drive engagement and career growth
- ✓ Design and implement mentorship programs that support long-term talent development and succession planning.
- ✓ Foster inclusive leadership cultures through coaching and mentoring.
- ✓ Provide clear, actionable feedback that encourages continuous learning and professional growth.

TRAINING PROGRAM PACKAGE INCLUSIONS

- Learning needs assessment
- Customized training program
- Comprehensive training materials
- Real-world case studies and group activities
- Post-training Q&A follow-up session (online)
- Certificate of Completion (digital or printed)

PROGRAM MODULES

- Leadership Coaching: Developing Coaching Skills for Growth and Performance
- Mentor Connect: Cultivating a Culture of Mentorship and Sponsorship

Learn more about our Coaching and Mentoring Training Program.
Contact us today to speak with a consultant or request a customized training proposal.