

Beyond Leadership: Coaching, Mentoring & Group Mastery

Leadership Development



9188



In-Class



16 hours



EGP 6,090

Course Description:

This comprehensive course combines the essential principles of coaching, mentoring, & group dynamics to provide professionals with a complete toolkit for improving individual & team performance in the workplace. Participants will explore how coaching & mentoring drive development, how groups function and evolve, and how to apply these insights to real-world organizational challenges. Through practical frameworks, case studies, and actionable models, the course prepares participants to lead, develop, and support high-performing individuals and cohesive teams.

Target Audience:

- Team leaders and supervisors.
- Middle and senior managers.
- Project leaders and cross-functional team facilitators.
- Anyone responsible for coaching, mentoring, or managing team performance.

Course objectives:

- Understand the strategic role of coaching, mentoring, & group development in fostering a high-performance work environment.
- Apply essential coaching and mentoring techniques to support professional growth, enhance motivation, and drive results.
- Evaluate group performance factors such as norms, composition, cohesiveness, and communication to strengthen collaboration.
- Lead individuals and groups through stages of development by aligning coaching and mentoring practices with group dynamics for sustained performance.

Course Outline:

Module One: Foundations of Coaching, Mentoring & Group Dynamics

- Why Coaching, Mentoring, and Group Development Matter
- Strategic Benefits at the Individual, Team, and Organizational Level
- Definitions and Differences: Coaching vs. Mentoring vs. Group Leadership
- Groups vs. Teams: Understanding the Distinction

Module Two: Coaching & Mentoring Essentials

- What is Coaching?
- Characteristics of an Effective Coach
- The GROW Coaching Model
- What is Mentoring?
- Characteristics of a Great Mentor
- Designing Coaching & Mentoring Programs
- Common Challenges and Pitfalls

Module Three: Group Dynamics & Performance Factors

- Types of Groups in Organizations
- Group Norms and Expectations
- Size, Composition, and Socialization
- Cohesiveness and Its Impact on Group Functioning
- Aligning Coaching & Mentoring with Group Needs

Module Four: Stages of Group Development & Integrated Approaches

- Stage 1: Mutual Acceptance
- Stage 2: Communication & Decision Making
- Stage 3: Motivation & Productivity
- Stage 4: Control & Organization
- Applying Coaching & Mentoring Strategies at Each Stage
- Leveraging Individual Development for Group Success

Assessment Strategy:

- Participation
- Group Exercise

Upon Successful Completion of this Course, participants will obtain:

1.3 CEUs

Program language:

- English Material
- Bilingual Delivery

Prerequisites:

N/A