Developing your Coaching Skills Training

Duration: **3 Day**

BILGINÇ IT Academy
info@bilginc.com
bilginc.com

This practical and highly interactive workshop is designed to help professionals strengthen their coaching capabilities and adapt coaching conversations to a wider range of workplace situations and individual needs.

Participants revisit the foundations of effective coaching while learning how to tailor their approach according to different levels of motivation, confidence, and capability. Through real-world scenarios, structured coaching models, and practical exercises, learners gain the skills needed to facilitate meaningful conversations that encourage ownership, engagement, and performance improvement.

By the end of the course, participants will have developed a personalized coaching toolkit that can be immediately applied in everyday leadership and professional interactions.

Prerequisites

There are no formal prerequisites for this course.

Participants will benefit from:

- An open and collaborative mindset
- A willingness to participate in discussions and practical exercises
- An interest in developing others through coaching conversations

Who Should Attend

This course is suitable for:

- Managers and supervisors
- Team leaders
- HR and talent development professionals
- Professionals responsible for employee growth and performance
- Individuals with foundational coaching knowledge who wish to expand their coaching effectiveness

What You Will Learn

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

- Adapt coaching conversations to different personalities and workplace situations
- Apply coaching approaches based on motivation and capability levels
- Strengthen accountability, ownership, and commitment in others
- Conduct more impactful coaching conversations that drive performance and engagement
- Apply coaching techniques effectively in realistic workplace scenarios

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Training Outline

Coaching Foundations

- Understanding the coaching mindset
- Differentiating coaching from directing and managing
- Core coaching behaviors and principles
- Using the Five Question Framework to structure conversations

Motivation and Performance Insights

- Understanding motivational drivers
- Assessing capability and engagement levels
- Applying the Skill-Will Matrix
- Adapting coaching styles to different employee needs

Building Accountability and Commitment

- Creating clarity around goals and expectations
- Encouraging personal ownership
- Using the GROW coaching model
- Turning reflection into meaningful action plans

Practical Coaching Applications

- Coaching through realistic workplace scenarios
- Managing challenging coaching situations
- Practicing different coaching approaches
- Building a personal coaching toolkit