



## Developing Internal Coach/Mentors

Skilled coaching or mentoring should be an integral part of any management development strategy. The development of an internal cadre of coach/mentors can produce and sustain significant long-term benefits.

### LeaderShape has developed a proven and successful model for training internal Coach/Mentors for organisations

Starting with an initial two day programme, coach/mentors are developed both individually and as a cohort. Their development period continues over a course of 6 months to one year dependent upon the nature and scope of the client's requirements. This continuing development is provided by a combination of one-to-one coaching and skills workshops delivered by an experienced external coach-tutor who will act in a supervisory role during and following the training programme.

### A typical programme would include:

- ✔ Introduction to the concept of coach/mentoring
- ✔ Self-awareness - the key to unlocking successful coach/mentoring
- ✔ Mentoring and coaching skills – including questioning and feedback techniques
- ✔ Introduction to the coaching model
- ✔ Coaching practice
- ✔ Reflection Techniques
- ✔ One to one verbal and non-verbal communication skills
- ✔ Listening Skills
- ✔ Additional Coaching Tools to take the skills to the next level

*“One thinks one knows how to do something, but it is not until shown by a professional that one realises all the gaps in ones knowledge and style and the rationale behind the actions one takes.”*

Hugh Burnett OBE, DL, FCA  
Ex-Chairman Cash Bases

### Why train your internal coach/mentors?

Rather than just relying on the passing on of business and managerial experience, a formal coach/mentor training programme:

- ✔ Significantly improves the mentoring process and the development of those who mentor and are being mentored.
- ✔ Improves team performances
- ✔ Creates and embeds a strong learning and coaching culture

*“Just a quick note to say how much I enjoyed the coach/mentoring course and having the opportunity to meet you. I am looking forward to our January meeting and enhancing my coaching skills over the coming months.”*

John Cavill – Chief Executive  
Intermezzo Ventures Ltd