London TDM

Management and Leadership

Course Venue: Malaysia - Kuala Lumpur

Course Date: From 19 July 2026 To 23 July 2026

Course Place: Royale Chullan Hotel

Course Fees: 6,000 USD

Introduction

In today's fast-paced business environment, senior leaders must not only excel in strategic management but also play a pivotal role in nurturing the next generation of leaders. This 5-day course on "Coaching and Mentoring for Senior Leaders" is designed to equip senior leaders with the tools and techniques necessary to foster talent within their organizations. Participants will learn how to inspire, guide, and support their teams effectively, thereby enhancing both personal and organizational success.

- Understand the key differences and synergies between coaching and mentoring.
- Develop essential skills for effective coaching and mentoring dialogues.
- Design personalized development plans that align with organizational goals.
- Learn how to create and sustain a coaching culture within their organizations.
- Harness feedback and assessment tools for continuous improvement.

Course Outlines

Day 1: Foundations of Coaching and Mentoring

- Understanding the roles and responsibilities of a coach and mentor.
- Theoretical frameworks and models in coaching and mentoring.
- The importance of emotional intelligence in leadership development.
- Identifying personal strengths and areas for growth as a leader.
- Building trust and rapport with mentees and coachees.

Day 2: Developing Effective Communication Skills

- Active listening and its impact on coaching relationships.
- Powerful questioning techniques to unlock potential.
- Overcoming communication barriers in leadership positions.
- Non-verbal communication and its significance in mentoring.
- Managing difficult conversations with confidence and empathy.

Day 3: Designing and Implementing Development Plans

- Setting clear, achievable goals using the SMART framework.
- Assessing mentee’s/coachee’s needs and aspirations.
- Creating structured and dynamic development plans.
- Aligning individual goals with organizational objectives.
- Utilizing technology for tracking progress and providing feedback.

Day 4: Building and Sustaining a Coaching Culture

- The benefits of a coaching culture in organizations.
- Strategies to embed coaching into organizational behavior.
- Identifying and training internal coaching champions.
- Measuring the impact of coaching and mentoring on performance.
- Overcoming resistance to cultural change in leadership practices.

Day 5: Feedback and Continuous Improvement

- Giving and receiving feedback effectively and constructively.
- Overcoming feedback avoidance and anxiety in leaders.
- Exploring formal and informal assessment tools.
- Reflecting on personal growth and areas for future development.
- Building a personal action plan to continue the mentoring and coaching journey.