Strategic Coaching for High-Performance HR Leadership Training Course



02 - 06 Nov 2026

Munich

5100 € (Per Person)

Ref: #HR4434_164212

Course Introduction / Overview:

This intensive training course is designed to transform HR leaders into strategic coaches who drive organizational performance and cultivate a thriving workplace culture. In today's dynamic business environment, the role of Human Resources has evolved from an administrative function to a strategic partnership, and high-performance coaching is the cornerstone of this transformation. This program moves beyond foundational coaching skills to equip participants with advanced techniques for fostering leadership, managing talent, and navigating complex organizational change. Drawing upon principles articulated by pioneers like Sir John Whitmore in his seminal work, "Coaching for Performance," this course emphasizes a practical, results-oriented approach. Participants will learn to apply powerful coaching models to real-world HR challenges, from enhancing employee engagement to developing the next generation of leaders. At BIG BEN Training Center, we provide a comprehensive framework for integrating a coaching mindset into every facet of the HR function, enabling you to unlock the full potential of your organization's human capital and demonstrate the tangible business impact of strategic HR initiatives. This course is your pathway to becoming an indispensable coaching leader within your organization.

Target Audience / This training course is suitable for:

- Human Resources Directors and Vice Presidents.
- Senior HR Managers and HR Business Partners.
- Talent Management and Organizational Development Leaders.
- Learning and Development Managers and Specialists.
- Executives and Senior Leaders with HR oversight responsibilities.
- HR professionals aspiring to senior leadership and strategic roles.
- Change Management Professionals and Consultants.

Target Sectors and Industries:

- Technology and Information Services.
- Financial Services, Banking, and Insurance.
- Healthcare and Pharmaceutical Industries.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Professional Services and Consulting.
- Governmental agencies and public sector organizations.
- Non-profit and educational institutions.

Target Organizations Departments:

- Human Resources Department.
- Talent Management and Acquisition.
- Learning and Development.
- Organizational Development.
- Executive Leadership and C-Suite.
- Employee Relations.
- Strategic Planning and Corporate Strategy.

Course Offerings:

By the end of this course, the participants will have able to:

- Master advanced coaching models to address complex workplace challenges.
- Develop and implement a strategic coaching culture within the organization.
- Utilize powerful questioning and active listening to unlock employee potential.
- Coach senior leaders and high-potential employees for enhanced performance.
- Align coaching initiatives with key business objectives and HR metrics.
- Facilitate difficult conversations and manage conflict through coaching.
- Drive organizational change and transformation effectively as a coach leader.
- Measure the return on investment and business impact of coaching programs.

Course Methodology:

The training methodology at BIG BEN Training Center is designed for deep learning and practical application, ensuring that participants can immediately implement their new skills. This course employs a blended learning approach that is highly interactive and experiential. We move beyond traditional lectures to focus on participant-centered activities, including immersive role-playing scenarios that simulate real-world HR coaching challenges. Extensive use of case studies from diverse industries will provide a strategic lens for problem-solving and decision-making. Facilitated group discussions and peer-to-peer coaching sessions create a collaborative environment where participants can share insights and receive constructive feedback. The program incorporates self-assessment tools to enhance self-awareness and identify personal coaching styles. Our expert facilitators guide participants through each module, providing personalized feedback and fostering a supportive learning atmosphere. The emphasis is on "learning by doing," ensuring that HR leaders leave the course not just with knowledge, but with the confidence and competence to be highly effective strategic coaches.

Course Agenda (Course Units):

Unit One: The Foundation of Strategic HR Coaching

- The evolution of HR from administrator to strategic coach.
- Distinguishing between coaching, mentoring, consulting, and therapy.
- Ethical guidelines and professional standards in workplace coaching.
- Establishing trust and psychological safety in a coaching relationship.
- The core competencies of a high-performance coach leader.
- Understanding the neuroscience behind effective coaching.
- Linking coaching initiatives to organizational strategy and goals.

Unit Two: Mastering Core Coaching Models and Competencies

- Deep dive into the GROW model for structured coaching conversations.
- Applying the OSCAR model for solution-focused outcomes.
- The art of powerful, open-ended questioning to provoke insight.
- Techniques for active and empathetic listening.
- Providing constructive and impactful feedback that inspires action.
- Developing emotional intelligence for greater coaching effectiveness.
- Managing coaching session dynamics and maintaining focus.

Unit Three: Coaching for Performance, Engagement, and Development

- Integrating coaching into the performance management cycle.
- Coaching for goal setting and accountability.
- Techniques for coaching underperforming and disengaged employees.
- Career coaching conversations for talent retention and growth.
- Identifying and coaching high-potential employees for succession planning.
- Using coaching to enhance employee engagement and motivation.
- Fostering a culture of continuous feedback and learning.

Unit Four: Advanced Coaching for Strategic HR Leadership

- Coaching teams for high performance and collaboration.
- Conflict resolution coaching to navigate interpersonal challenges.
- Coaching leaders and managers through organizational change.
- Utilizing coaching to shape and embed desired organizational culture.
- Coaching for diversity, equity, and inclusion initiatives.
- Systemic coaching for understanding and influencing organizational dynamics.
- Presenting the business case for coaching to senior executives.

Unit Five: Measuring Impact and Sustaining a Coaching Culture

- Developing metrics to measure the effectiveness of coaching.
- Calculating the Return on Investment (ROI) of coaching programs.
- Tools and techniques for assessing coaching impact on business KPIs.
- Strategies for embedding coaching as a leadership style across the organization.
- Overcoming resistance and barriers to building a coaching culture.
- Continuous professional development for the HR coach.
- Creating a personal action plan for implementing coaching skills.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

As AI increasingly handles administrative HR tasks, how can HR leaders leverage coaching to redefine their strategic value and cultivate uniquely human skills within the organization?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by focusing squarely on the strategic application of coaching from the perspective of an HR leader. While many programs teach foundational coaching skills, this curriculum is specifically engineered for those responsible for shaping talent, culture, and organizational effectiveness. We move beyond generic models to explore how coaching directly impacts critical business outcomes, such as employee retention, leadership pipeline strength, and adaptability to change. The content is uniquely tailored to address the complex challenges HR leaders face, from coaching senior executives to embedding a coaching mindset across entire departments. Unlike purely theoretical courses, our emphasis is on practical, actionable strategies, with a significant portion of the training dedicated to real-world simulations and peer coaching labs. Participants will not only learn what to do but will also practice how to do it in a safe, constructive environment. The program culminates in developing a robust framework for measuring the tangible return on investment of coaching, enabling participants to build a compelling business case for their initiatives and solidify HR's role as a strategic driver of success.