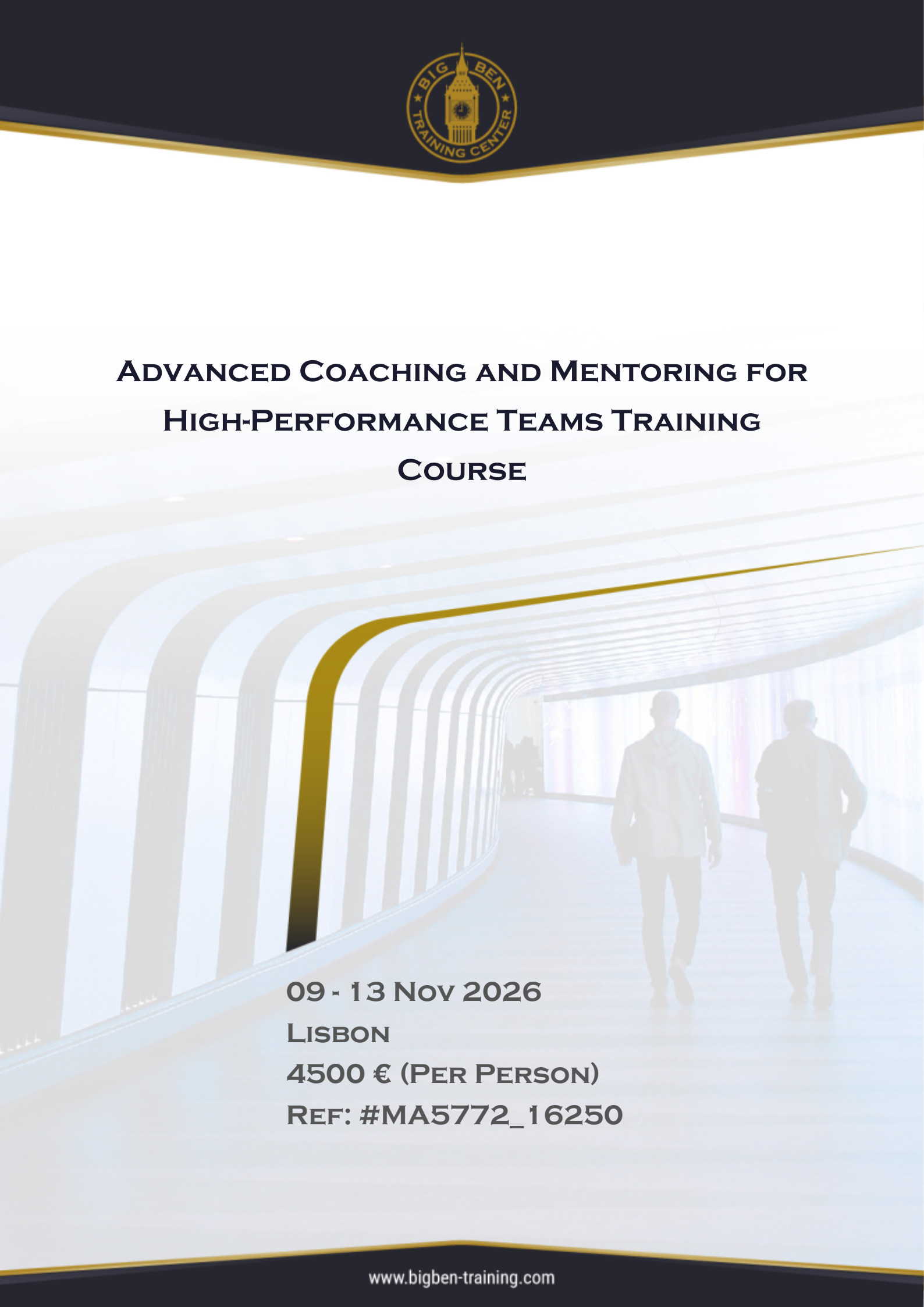
Advanced Coaching and Mentoring for High-Performance Teams Training Course



09 - 13 Nov 2026

Lisbon

4500 € (Per Person)

Ref: #MA5772_16250

Course Introduction / Overview:

This comprehensive Advanced Coaching and Mentoring for High-Performance Teams Training Course is meticulously designed to equip leaders, managers, and aspiring executives with the critical skills needed to cultivate and sustain exceptional team performance. In today's dynamic business landscape, the ability to foster high-performance team development is paramount for organizational success. This program delves into advanced coaching techniques and effective mentoring strategies, moving beyond conventional leadership approaches to empower participants to build cohesive teams that drive innovation and achieve strategic objectives. Participants will explore how to enhance team productivity, foster team innovation, and implement strategic mentoring programs that contribute to developing future leaders. The course emphasizes practical application, drawing insights from leading experts in the field. For instance, the principles outlined in "Primal Leadership: Learning to Lead with Emotional Intelligence" by Daniel Goleman, Richard Boyatzis, and Annie McKee provide a robust framework for understanding how emotionally intelligent leadership, a cornerstone of effective coaching, can significantly impact team effectiveness workshops and overall organizational development coaching. BIG BEN Training Center is committed to delivering a transformative learning experience that enables participants to master the art of performance improvement coaching and mentoring for professional growth, ultimately creating high-impact teams capable of navigating complex challenges and achieving sustained excellence. This training course is an investment in leadership development programs, focusing on coaching for peak performance and cultivating high-trust teams.

Target Audience / This training course is suitable for:

- Team Leaders.
- Project Managers.
- Department Heads.
- Supervisors.
- HR Professionals.
- Organizational Development Specialists.
- Aspiring Leaders.
- Executive Coaches.
- Mentoring Program Coordinators.
- Anyone responsible for talent development coaching.
- Individuals seeking to improve team collaboration training.
- Professionals aiming to build resilient teams.
- Leaders focused on driving team accountability.

- Managers interested in fostering team synergy development.

Target Sectors and Industries:

- Technology and Software Development.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Consulting and Professional Services.
- Retail and E-commerce.
- Telecommunications.
- Education and Academia.
- Non-profit Organizations.
- Government Agencies and Equivalents.
- Energy and Utilities.
- Logistics and Supply Chain.
- Media and Entertainment.

Target Organizations Departments:

- Human Resources.
- Learning and Development.
- Operations.
- Project Management Office.
- Sales and Marketing.
- Research and Development.
- Customer Service.
- IT and Digital Transformation.
- Executive Leadership.
- Strategic Planning.
- Organizational Effectiveness.
- Talent Management.

Course Offerings:

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

- Apply advanced coaching techniques to enhance team productivity and individual performance.
- Design and implement effective mentoring strategies for talent development coaching and career advancement.
- Cultivate high-performance team development by fostering trust, psychological safety, and collaboration.
- Lead teams through conflict resolution in teams and complex problem-solving with greater efficacy.
- Develop a coaching culture within their organization to support continuous performance feedback and growth.
- Empower team members through strategic leadership coaching and delegation.
- Measure the impact of coaching and mentoring initiatives on organizational development coaching.
- Build cohesive teams capable of driving innovation and achieving strategic objectives.
- Master communication skills for leaders to inspire and motivate their teams.
- Implement strategies for remote team performance and cross-functional team leadership.
- Develop leadership presence development and executive coaching techniques.
- Foster employee engagement strategies and team motivation strategies.
- Contribute to succession planning through mentoring and leadership development programs.

Course Methodology:

This Advanced Coaching and Mentoring for High-Performance Teams Training Course employs a highly interactive and experiential learning methodology, ensuring participants gain practical, applicable skills. The approach at BIG BEN Training Center integrates a blend of theoretical insights with real-world application, designed to foster deep understanding and immediate impact. Key components include dynamic group discussions, where participants can share experiences and insights on high-performance team development and effective mentoring strategies. Extensive use of case studies allows for the analysis of complex team dynamics and the application of advanced coaching techniques in various scenarios. Role-playing exercises provide a safe environment to practice leadership coaching skills, providing constructive feedback, and facilitating team problem-solving. Interactive sessions are designed to encourage active participation, promoting peer learning and the exchange of best practices in building cohesive teams. Participants will engage in practical workshops focused on designing strategic mentoring programs and implementing performance improvement coaching. Continuous feedback mechanisms, including peer reviews and instructor guidance, are integral to the learning process, supporting individual growth and the refinement of skills in fostering team innovation and enhancing team productivity. This methodology ensures a comprehensive and engaging learning journey, preparing participants to confidently lead and develop high-impact teams within their organizations.

Course Agenda (Course Units):

Unit One: Foundations of High-Performance Teams

- Understanding team dynamics and performance drivers.
- Characteristics of high-performing teams.
- The role of leadership in team success.
- Establishing clear team vision and goals.
- Building trust and psychological safety within teams.

Unit Two: Core Coaching Skills for Team Leaders

- Introduction to advanced coaching principles.
- Active listening and powerful questioning techniques.
- Providing constructive feedback and feedforward.
- Coaching for individual and team growth.
- Developing a coaching mindset.

Unit Three: Strategic Mentoring for Talent Development

- Principles of effective mentoring relationships.
- Designing and implementing mentoring programs.
- Mentoring for career progression and skill enhancement.
- Overcoming mentoring challenges.
- Measuring the impact of mentoring initiatives.

Unit Four: Advanced Strategies for Team Optimization

- Facilitating team problem-solving and decision-making.
- Managing team conflict and fostering collaboration.
- Driving innovation and creativity in teams.
- Leveraging diversity for team strength.
- Sustaining high performance in dynamic environments.

Unit Five: Cultivating a Coaching and Mentoring Culture

- Integrating coaching and mentoring into organizational strategy.
- Developing internal coaching capabilities.
- Leadership's role in championing a supportive culture.
- Measuring the ROI of coaching and mentoring programs.
- Personal action planning for continuous development.

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:

In what ways can a leader's emotional intelligence fundamentally reshape the trajectory of high-performance team development and organizational resilience in an era of constant disruption?

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

This Advanced Coaching and Mentoring for High-Performance Teams Training Course distinguishes itself through its integrated approach to leadership development, combining advanced coaching techniques with strategic mentoring programs. Unlike courses that focus solely on one aspect, this program provides a holistic framework for cultivating high-performance team development, addressing both immediate performance enhancement and long-term talent growth. It delves deeply into the nuances of building cohesive teams, emphasizing psychological safety and trust as foundational elements, which are often overlooked. The course offers practical, actionable insights into fostering team innovation and enhancing team productivity, moving beyond theoretical concepts to provide participants with tangible strategies for real-world application. We focus on developing a coaching culture, empowering participants to not only lead but also to inspire and mentor future leaders within their organizations. The curriculum is designed to equip leaders with the ability to navigate complex team dynamics, implement effective mentoring strategies, and drive team accountability, ensuring sustained excellence. This course is an investment in comprehensive leadership development programs, offering a unique blend of strategic thinking and practical skill-building for creating high-impact teams.