

Mentoring and Coaching

Paris (France)

9 - 13 March 2026

UK Training

PARTNER



Mentoring and Coaching

Code: LM28 From: 9 - 13 March 2026 City: Paris (France) Fees: 4400 Pound

Introduction

Mentoring and coaching have become essential practices for developing talent and enhancing organizational performance. Institutions that integrate structured mentoring and coaching programs are more likely to build engaged teams, improve employee capabilities, and achieve measurable results at both individual and organizational levels.

This course provides participants with the knowledge and practical tools to act as effective mentors and coaches. It enables them to guide others in unlocking their potential, overcoming workplace challenges, and developing the confidence needed to grow professionally. The program combines theory with practical applications, equipping participants with strategies to adopt a supportive leadership style that drives results.

Course Objectives

- Understand the core concepts of mentoring and coaching.
- Differentiate between the roles of mentor and coach and how they complement each other.
- Develop active listening and powerful questioning skills.
- Build trust-based relationships that encourage growth.
- Apply strategies to motivate individuals toward self-directed learning.
- Conduct effective sessions with clear goals and outcomes.
- Handle challenges and difficult situations professionally.
- Design a personal action plan to strengthen mentoring and coaching skills.

Course Outlines

Day 1: Fundamentals of Mentoring and Coaching

- Introduction to mentoring and coaching in the workplace.
- Key differences between mentoring and coaching.
- Principles of successful mentoring relationships.
- Common pitfalls and how to avoid them.
- Setting clear objectives for sessions.
- Case study discussions and reflections.

Day 2: Communication Skills for Mentors and Coaches

- Developing active listening techniques.
- Using open-ended questions to encourage critical thinking.
- Building mutual trust with colleagues.
- Managing constructive dialogue.
- Addressing resistance to change.
- Practical exercise: role-playing mentoring conversations.

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a gold pawn behind it. The board is white and black squares. In the background, there are concentric circles.

UK Training
PARTNER

Day 3: Strategies and Models

- Overview of modern mentoring and coaching frameworks.
- Designing personalized development plans.
- Aligning mentoring with organizational goals.
- Encouraging employees to find their own solutions.
- Measuring the effectiveness of sessions.
- Applied group activity and scenario analysis.

Day 4: Handling Challenges

- Navigating difficult situations in mentoring relationships.
- Supporting low-performing employees.
- Managing expectations realistically.
- Overcoming psychological barriers to growth.
- Balancing support with accountability.
- Group simulation of real-world challenges.

Day 5: Application and Final Evaluation

- Conducting a full mentoring or coaching session.
- Reviewing and discussing session outcomes.
- Identifying common challenges and lessons learned.
- Evaluation of performance against set criteria.
- Designing a personal development roadmap.
- Final summary and future steps.

Why Attend This Course? Wins & Losses!

- Acquire essential skills to support individual and organizational growth.
- Enhance leadership capabilities and influence.
- Improve communication and relationship-building skills.
- Build trust with employees and colleagues.
- Learn how to conduct impactful mentoring sessions.
- Apply modern strategies for motivation and development.
- Raise overall performance levels within teams.
- Gain hands-on experience through applied activities.

Conclusion

Mentoring and coaching are not just about providing answers – they are about empowering individuals to discover their own potential and navigate their career paths with confidence. Together, these practices form a strategic approach to leadership that fosters growth, builds stronger teams, and supports sustainable organizational success.

By completing this course, participants will gain practical knowledge of modern mentoring techniques, the ability to conduct effective sessions, and tools to design personalized development plans. With continued practice,

A graphic of a chessboard with several chess pieces (a king, queen, and pawns) in gold and silver, set against a background of concentric circles.

UK Training
PARTNER



mentoring and coaching become embedded as core leadership skills, creating a culture of trust, accountability, and long-term growth.

UK Training
PARTNER

Head Office: +44 7480 775 526
Email: Sales@blackbird-training.com
Website: www.blackbird-training.com



Blackbird Training Cities

Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)



Podgorica (Montenegro)



Batumi (Georgia)



Salzburg (Austria)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



Blackbird Training Cities

USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

ASIA



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)
(Kuwait)



Phuket (Thailand)



Shanghai (China)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City



Seoul (South Korea)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut

UK Training
PARTNER

Blackbird Training Cities

AFRICA



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



Blackbird Training Clients

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D' EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 WS Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS Kuwait Foundation for the Advancement of Sciences KFAS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia Ministry of Interior, KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding), Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Artificial Intelligence (AI)
Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training



International House 185 Tower Bridge
Road London SE1 2UF United Kingdom



+44 7401 1773 35
+44 7480 775526



Sales@blackbird-training.com



www.blackbird-training.com



UK Training
PARTNER

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. The board is white and black squares. In the background, there are concentric circles.