

# NURTURING TEAMS: THE ART OF COACHING AND MENTORING

## OVERVIEW

Ready to transform your leadership style and unlock the potential of your team through coaching and mentorship?

This course will guide you through navigating team performance improvement in your teams using coaching and mentoring principles.

Coaching and mentoring are conceptually distinguished as follows:

- **Coaching:** Task-oriented, performance-focused, short-term, solution-driven
- **Mentoring:** Relationship-oriented, holistic, long-term, developmental support

## WHY OUR PROGRAMME?

This course equips you with the knowledge and skills to build meaningful mentoring and coaching relationships that transcend age and hierarchy, thereby allowing organisations to foster innovation, people development, and cross-generational collaboration.

At Regenesys Corporate Education we believe in developing individuals to be future creators of sustainable value. We believe in awakening potential through Emotional Intelligence (EQ) and Spiritual Intelligence (SQ) integration with practical tools and techniques for lasting impact.

## PROGRAMME DETAILS

- 2 days of training
- Face-to-face or virtual Instructor Lead Training (vILT) delivery
- Immersive learning experiences

### PROGRAMME OUTCOMES:

This course will benefit you (and your organisation) by empowering you to:

- Understand coaching and mentoring basics;
- Gain foundational knowledge of the psychology of coaching;
- Learn the skills needed for successful two-way mentoring relationships;
- Critically examine the characteristics of a healthy mentor-mentee relationship;
- Learn questioning techniques required of a coach;
- Understand reverse-mentoring and its significance in the contemporary workplace;
- Develop strategies for inter-generational

knowledge sharing through reverse mentoring;

- Develop a coaching plan based on individual KPIs and goals;
- Plan the coaching process; and
- Monitor and measure the results of coaching sessions

### PROGRAMME DESIGN:

#### MODULE 1: INTRODUCTION TO COACHING AND MENTORING (HALF A DAY)

##### 1.1. Coaching and Mentoring basics

- Overview of key concepts
- Differentiating between coaching and mentoring
- Benefits of coaching and mentoring



## 1.2 EQ and SQ in Coaching and Mentoring

- Conceptualising EQ and understanding its components (self-awareness, self-regulation, empathy, social skills)
- EQ in coaching and mentoring: Recognising and responding to developmental needs
- How EQ qualifies both the mentor-mentee relationship as well as the coach-coachee relationship
- Conceptualising SQ: finding meaning in your work and in growing others

## MODULE 2: COACHING AND MENTORING SPECIFICS (1 AND A HALF DAYS)

### 2.1 Coaching

- Introduction to coaching psychology: What it is and why it matters
- Understanding the psychological impact of a coach on personal and professional growth, thought processes and behaviours
- The coaching process
- Coaching tools and techniques: The (1) GROW and (2) Transformational models
- Setting SMART goals with your coachee
- Problem-solving and decision-making techniques
- Advising vs. Coaching: When to offer advice and when to guide
- Simulation activity: Role-playing exercise for skill development

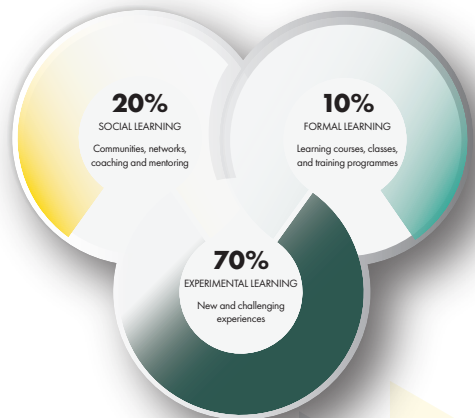
### 2.2 Mentoring

- Establishing formal vs. informal mentoring relationships
- The mentoring process
- Core mentoring skills and best practices
- Story-telling and sharing experiences: sharing your own professional development stories for learning purposes

- Supporting mentees in building networks and resources
- Developing strategies to handle setbacks and mentor-mentee misalignments
- Activity: Participants will design a mentoring plan, identifying potential mentees and developing strategies for fostering their growth

### 2.3 Reverse Mentoring

- Definitions and principles of reverse-mentoring
- Characteristics of an effective two-way mentor and mentee relationship
- How reverse mentoring can shape leadership styles
- Strategies for inter-generational knowledge sharing through reverse mentoring
- Power dynamics: how to balance authority with cross-generational-collaboration
- Case studies of impactful reverse-mentoring



### PRICE:

Prices for all 2025 open programmes can be found on our website:

[www.corporateeducation.regenesys.net](http://www.corporateeducation.regenesys.net)

### CERTIFICATION:

- Certificate of Completion from Regenesys Corporate Education

**All Regenesys Corporate Education open programmes can be tailored and customised for corporate cohorts**

