



*Training Course:
Motivating with Coaching and Mentoring for
Talent Development*

*3 - 7 November 2025
Amsterdam (Netherlands)*

Training Course: Motivating with Coaching and Mentoring for Talent Development

Training Course code: HR236108 From: 3 - 7 November 2025 Venue: Amsterdam (Netherlands) - Training Course Fees: 5500 € Euro

Introduction

In today's dynamic business environment, organizations must harness the full potential of their people to remain competitive and innovative. Coaching and mentoring are two powerful tools that leaders, HR professionals, and talent developers can use to motivate employees, build confidence, and drive performance. This 5-day program explores the principles and practices of coaching and mentoring with a strong emphasis on motivation, engagement, and personalized growth strategies. Participants will gain the skills needed to establish a culture of continuous development and high performance.

Target Audience

- HR professionals
- Line managers and team leaders
- Talent development specialists
- Learning & development L&D professionals
- Coaches and mentors
- Organizational development consultants

Objectives

By the end of the program, participants will be able to:

- Understand the psychological foundations of motivation in coaching and mentoring
- Apply core coaching and mentoring models to talent development
- Establish trust-based developmental relationships
- Use questioning, listening, and feedback techniques to unlock potential
- Develop action plans for creating a coaching and mentoring culture
- Design individual development plans that support growth and retention

Training Program Outline

Day 1: Foundations of Motivation, Coaching & Mentoring

- The importance of motivation in talent development
- Distinguishing coaching from mentoring: definitions, goals, and roles
- Psychological theories of motivation Maslow, Herzberg, Deci & Ryan
- The coaching-mentoring continuum and blended approaches
- Role of coaching and mentoring in employee engagement and retention
- Identifying personal motivation triggers and mapping talent potential

Day 2: Coaching Skills for Talent Growth

- Core coaching competencies ICF-aligned
- The GROW model: Goal setting, Reality check, Options, Will
- Asking powerful questions and active listening techniques
- Building coaching relationships based on trust and accountability
- Coaching ethics and confidentiality
- Practice: Conducting a coaching conversation

Day 3: Mentoring for Career Development and Succession

- Role of mentoring in knowledge transfer and career growth
- Mentor-mentee matching strategies
- Designing and launching effective mentoring programs
- Stages of the mentoring relationship
- Addressing generational and cultural differences in mentoring
- Practice: Designing a mentoring plan for your organization

Day 4: Creating a Coaching and Mentoring Culture

- Strategic benefits of embedding coaching and mentoring in organizations
- Integrating coaching into performance management and leadership development
- Building internal coaching and mentoring capability
- Organizational enablers: Policies, tools, and training
- Measurement and ROI: How to assess impact and success
- Case Study: Companies that built coaching cultures

Day 5: Practical Implementation & Personal Action Planning

- Conducting coaching and mentoring diagnostics in your organization
- Designing a coaching or mentoring initiative: Key steps
- Group role-play: Coaching/mentoring simulation
- Overcoming resistance and managing challenges
- Final project: Personal development action plan
- Program wrap-up and feedback session

Registration form on the Training Course: Motivating with Coaching and Mentoring for Talent Development

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