



*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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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
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### Company Information

Company Name: .....  
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### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
Position: .....  
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### Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
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### Easy Ways To Register

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