

aractech

Global Learning for Operational Leaders

HUMAN RESOURCES AND TRAINING | HRT-010

Internal Coach Training

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Course content

Why Attend

As organizations face increasingly complex challenges, the role of internal coaches becomes critical in driving sustainable success.

This ICF-certified program equips participants with foundational and advanced coaching skills to inspire engagement, foster leadership growth, and create cross-functional alliances within their organizations.

Course Methodology

- This course adopts a seminar-style format enriched with interactive activities such as individual and group exercises, real-world case studies, and hands-on coaching practice. Participants will leverage structured feedback sessions and toolkits, culminating in a post-training phase with supervision and mentoring to ensure deep skill development aligned with ICF standards.

Course Objectives

- Develop foundational coaching skills and master the ICF competencies to confidently coach leaders and teams.
- Leverage assessment tools and perceptual coaching techniques to foster leadership growth and address blind spots effectively.
- Apply advanced leadership coaching methods to influence, balance priorities, and enhance communication.
- Design strategic coaching frameworks for HR applications, mobilizing teams, and fostering organizational collaboration.
- Address complex organizational challenges with situational coaching approaches, enabling high-performance cultures and successful change management.

Target Audience

- Managers, HR professionals, and aspiring coaches who aim to deepen their coaching expertise and support leadership development, organizational transformation, and talent alignment.
- Target Competencies
- ICF coaching competencies
- Leadership and executive coaching skills

Course outline

Detailed course outline

Module-by-module outline for Internal Coach Training.

Module 1 - Module 1: Foundations of Coaching

- Principles and process of coaching within organizational contexts.
- ICF competencies and their application to executive coaching.
- Active listening, powerful questioning, and rapport-building skills.
- Structuring a coaching session: Creating objectives and ensuring measurable outcomes.
- Ethical boundaries and confidentiality in coaching relationships.

Module 2 - Module 2: Behavioral and Perceptual Coaching

- Behavioral assessments to identify leadership strengths and development areas.
- Perceptual coaching techniques to shift mindsets and overcome limiting beliefs.
- The Leadership Dashboard to enhance strategic leadership presence.
- Self-awareness and emotional intelligence in coaching conversations.
- Actionable plans to support sustainable behavioral changes.

Module 3 - Module 3: Leadership Coaching

- Coaching for influence: Developing the power base of executive leaders.
- Balancing personal and professional priorities for sustainable leadership growth.
- Impactful communication for effective leadership at all levels.
- Conflict resolution and decision-making within leadership coaching.
- Frameworks to navigate complex organizational politics and dynamics.

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Module 4 - Module 4: Coaching situations for individual effectiveness

- Coaching to mobilize and empower high-performing teams.
- Managing upward relationships to align HR initiatives with organizational goals.
- Driving cross-functional collaboration and building organizational alignment.
- Coaching to Execute More Effectively
- Coaching on Personal Domains

Module 5 - Module 5: Situational Coaching

- Team dynamics and building high-performance teams through coaching.
- Coaching for managing organizational change and navigating transitions.
- Leaders and the cultivation of a culture of agility and innovation.
- Tailored coaching strategies to overcome specific organizational challenges.
- Evaluation of coaching outcomes and the alignment with organizational objectives.

Seminar dates

Available seminar dates

Live dates and pricing for Internal Coach Training generated from the course details page.

Date	Location	Format	Fee
15 - 19 June 2026	Vienna	Classroom	€2,975
20 - 24 July 2026	Barcelona	Classroom	€2,695
3 - 7 August 2026	Rome	Classroom	€2,975
7 - 11 September 2026	Kuala lumpur	Classroom	€1,575
12 - 16 October 2026	Barcelona	Classroom	€2,695
9 - 13 November 2026	London	Classroom	€2,940
14 - 18 December 2026	Munich	Classroom	€2,415

Live online option

Online delivery is available at €1,250.