informatech

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.

Delivered by ICF-accredited coaches, this course ensures participants gain confidence and credibility as certified internal coaches, capable of transforming leadership and team dynamics.

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

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

• 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.

Course content

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
- Strategic thinking and influence
- Leadership presence and interpersonal communication
- Effective cross-organizational communication

Course outline

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: 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.

Course content

Course outline

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.

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: 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 - Austria	Classroom	**€4,250.-**
20 - 24 July 2026	Barcelona - Spain	Classroom	**€3,850.-**
3 - 7 August 2026	Rome - Italy	Classroom	**€4,250.-**
7 - 11 September 2026	Kuala lumpur - Malaysia	Classroom	**€2,250.-**
12 - 16 October 2026	Barcelona - Spain	Classroom	**€3,850.-**
9 - 13 November 2026	London - U.K	Classroom	**€4,200.-**
14 - 18 December 2026	Munich - Germany	Classroom	**€3,450.-**

Live online option	Online delivery is available at €1,850.-.