

Internal Coach Training

Course code: HRT-010



SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

info@sparktraining.eu

+31 85 115 0004 | sparktraining.eu

— Workshop Overview

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.

Why Attend

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

Who Should Attend

Managers, HR professionals, and aspiring coaches who aim to deepen their coaching expertise and support leadership development, organizational transformation, and talent alignment.

— Learning 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.

Course Outline

DAY
1

Course Content

- 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.
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.

— Upcoming Classroom Dates

DATE	LOCATION	FEE
12 - 16 October 2026	Barcelona - Spain	€1,925
9 - 13 November 2026	London - United Kingdom	€2,100
14 - 18 December 2026	Munich - Germany	€1,725
18 - 22 January 2027	Vienna - Austria	€2,125
15 - 19 February 2027	Barcelona - Spain	€1,925
15 - 19 March 2027	Rome - Italy	€2,125
19 - 23 April 2027	Kuala Lumpur - Malaysia	€1,400
17 - 21 May 2027	Barcelona - Spain	€1,925

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.