

## MASTERING PERFORMANCE COACHING TRAINING

Date	Time	Duration	Venue	CPD	Cost (Incl. VAT)
9th - 14th Nov, 2026	08:30 AM-16:00	6 Day(s)	Bliss Resort, Mombasa	6	75,400.00

### Course Overview

This six-day program is designed to develop elite-level performance coaches who can guide individuals, teams, and organizations toward sustained excellence. Unlike traditional performance management training, this program focuses on coaching as a strategic capability — helping participants master the art of unlocking potential, driving accountability, and shaping a culture of continuous improvement. Participants learn how to coach employees through goal setting, performance challenges, behavioral change, and development planning. They also gain mastery in KPIs, Balanced Scorecards, appraisal systems, and evidence-based coaching frameworks. Through simulations, coaching circles, and real-world case labs, participants emerge as confident performance coaches capable of transforming people and performance at scale.

### Course Objectives

By the end of this program, participants will be able to;

- Apply coaching principles to performance planning, monitoring, and review.
- Facilitate SMART goal setting, KPI development, and Balanced Scorecard alignment.
- Conduct powerful performance coaching conversations using structured models (GROW, CLEAR, OSKAR).
- Coach employees through performance challenges using PIPs, documentation, and behavioral change tools.
- Build and sustain a high-performance culture through leadership influence and coaching systems.
- Identify and mitigate common challenges and errors in performance management.

### Target Groups

This training is suitable to a wide range of professionals but will greatly benefit;

- HR Officers and Performance Managers
- Line Managers and Team Leaders
- Learning & Development Professionals
- Public Service HR Practitioners
- Organizational Development Officers
- Supervisors responsible for appraisals and staff development



**CHRP. Den PN Gathitu**

**Secretary General**

**Academy of Certified Human Resource Professionals**