



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Coaching and Mentoring for Leadership Development

3 day course

Classroom, online or in-house

Course overview

Managers are told to coach their people and then do what they have always done, which is give advice quickly because it is faster, and the person learns to bring problems rather than solutions. This course teaches the alternative. Delegates work through the difference between coaching, mentoring, advising and instructing, and choosing deliberately rather than defaulting. A coaching conversation structure is practised, including the discipline of not answering. Questioning and listening technique follow, with the specific habit of sitting through a silence. Goal setting and accountability between sessions are covered. Mentoring is treated separately, since a mentor legitimately shares experience a coach withholds. Contracting, boundaries and confidentiality are addressed. The course closes on coaching somebody who reports to you, and on when a person needs something other than coaching.

What you will learn

- Distinguish coaching, mentoring, advising and instructing, and choose deliberately
- Run a coaching conversation without supplying the answer
- Question and listen, including sitting through silence
- Set goals and hold accountability between sessions
- Mentor by sharing experience where that is what is needed
- Contract clearly and hold boundaries and confidentiality
- Coach a direct report, and recognise when coaching is not the answer

Who should attend

- Line managers and team leaders
- HR and organisational development practitioners
- Designated internal coaches and mentors
- Senior leaders supporting emerging talent
- Learning and development facilitators

Course outline

- 01 Advice is faster, and teaches dependence
- 02 Coaching, mentoring, advising and instructing
- 03 Choosing deliberately
- 04 The coaching conversation structure
- 05 Questioning and listening
- 06 Sitting through silence
- 07 Goals and accountability between sessions
- 08 Contracting, coaching a direct report, and its limits

Upcoming dates

Dates	Venue	Format	Fee per delegate
23 to 25 September 2026	Windhoek, Namibia	Classroom	R14,950
14 to 16 October 2026	Lagos, Nigeria	Classroom	USD 995
28 to 30 October 2026	Cape Town, South Africa	Classroom	R14,950
9 to 11 November 2026	Online	Online	R6,500



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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