

Grow your career.
Level up for the future.

Certificate in Coaching and Mentoring

Inspire your team with exceptional coaching.



Certificate in Coaching and Mentoring

Coaching is the skill you can no longer do without.

Exceptional organizations in both public and private sectors are staffed by outstanding people. These employees reach their highest potential when given the opportunity to excel by their coach. This program will provide you with a framework to effectively coach and mentor people in a fast-moving landscape in person or virtually. The coaching and leadership skills you will acquire can be used every day. You will learn how to modify your coaching style to suit each employee and customize development plans to match to his/her learning styles.

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Mastery in 3 days



Book this program [online](#)



Certificate in Coaching and Mentoring

Learning Outcomes:

- Conduct regular coaching sessions to improve the confidence and competence of your employees
- Receive a complete set of “tools” to make coaching or mentoring effective
- Learn from a 360° coaching evaluation and leadership challenges that can be improved
- Engage your employees in setting appropriate stretch goals that build ownership.
- Create customized development plans for team members
- Adjust your coaching style to suit to competence and maturity of your employee
- Bond with employees while maintaining a professional relationship
- Help employees learn more skills, more effectively, in less time and at lower cost
- Deal assertively with poor performers who don't respond to traditional managerial practices
- Manage unproductive conflict between team members effectively
- Create a high-performance team culture from a diverse group of team members



Book this program [online](#)



Program Highlight



3 Days of Study

Rich learnings in just 3 days of learning



Learn from the Pros

Train with top-rated Schulich ExecEd instructors that are consistently ranked among the world's best



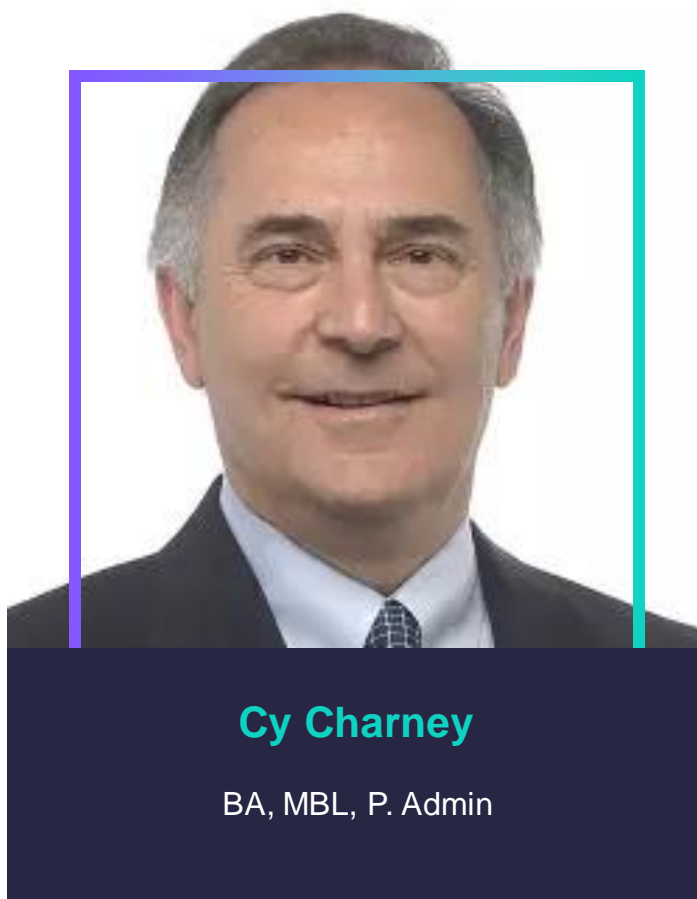
Customize

Customize development plans to match employee learning styles



Interactive

Group exercises and collaborations



Program Faculty

Cy Charney is one of the Schulich School of Business, York University's top instructors. As a leading Canadian thought leader in the area of organizational performance, Cy has developed a variety of unique interventions to help organizations in both the private and public sector become leaders in their field. He delivers a practical approach with enthusiasm, energy and a sense of humor. He is also a seasoned trainer who customizes a variety of programs always with the intention of adding value to internal and external customers.

He is an acknowledged leader in the area of self-directed learning having created a unique system of team learning called Peer Mentoring™ which is used by organizations around the world. When not at Shulich ExecEd, Cy is hard at work working with a number of clients including multiple Fortune 500 companies and government departments around the world.



“I would recommend this program for anyone engaged in management activities involving people”

P. Shewrest, Vice President, Modern Niagara Group

“The program has truly helped me to see things from another perspective - something I didn’t necessarily think about before this”

E. Vig, Senior Account Manager, Free For All Marketing

Program Content



The Manager as a Coach

- Balancing individual and corporate expectations
- Seeing coaching as a core competency of leadership
- Defining the expectations of employees
- The “two-bucket” approach to employee motivation
- Changing expectations of employees in a virtual world

Introducing Mentoring Programs

- The purpose and payoff of mentoring
- Formal and informal mentoring compared
- The seven attributes of great coaches and how they apply every day
- Identifying ideal mentees
- Program best practices

Program Content



Coaching Styles for High Performance

- Alternative styles of coaching
- When to use each style: situational analysis
- Adjusting your style to suit the competence and maturity of your associates
- Creating “shining eyes” through engagement
- The impact of high expectations
- Getting buy-in to stretch goals
- Strategies for effective recognition and rewards
- The challenge and opportunity to coach virtually
- Coaching roles: knowing when and how to be a sounding board, facilitator or advisor
- Four effective strategies of giving advice
- The art of giving positive and constructive feedback

Program Content



Developing High-Potentials Through Mentoring

- Getting started on the right foot: the critical first meeting
- Contracting for success together with agreed-upon guidelines
- Establishing the criteria for ideal mentors and mentees
- The importance of appropriate matching
- Avoiding the pitfalls of 60% of mentoring relationships
- Turning a program into an ongoing process
- Creating customized learning plans

Creating High-Performing Teams

- Understanding the critical ingredients of effective teams and how to improve each
- Managing diversity
- Avoiding the storm phase of team development
- Overcoming the challenges of remote functioning team members
- Managing team conflicts
- Facilitating meetings to improve outcome and reduce time wastage
- Using measurement to build accountability and focus
- Knowing how and when to build consensus decisions expeditiously

Program Content



Bonus Learning Materials

As part of the program, you will receive electronic copies of all instruments, results and unique tools used in both coaching and mentoring.

Who Will Benefit



Mid-Career Leaders

Mid-career managers and supervisors will gain the interpersonal skills required to advance to senior leadership roles in industries including the public sector, human resources, operations, quality and manufacturing, technical project management, employee development, sales and customer service.

Completion Benefits



After completing Certificate in Coaching and Mentoring program, you'll receive an authentic digital badge from the #1 business school in Canada that employers will recognize.

As more and more companies look for candidates with specific skills, this badge on your CV will be a credible assurance of your achievements and expertise, allowing the right roles to find you faster.



14 HRP-CPD Hours. This program has been approved for CDP hours under Section A of the Continuing Professional Development (CPD) Log of the Human Resource Professionals Association (HRPA). Be sure to note the program ID number on your CPD log. For more information about certification or continuing professional development, visit the HRPA website at www.hrpa.ca/hrdesignations_/Pages/Continuing-Professional-Development.aspx

Why a Certificate at Schulich ExecEd?

There will no longer be a single transition from graduation to work in one's life.

Because few of us have the same job for life, we constantly have to re-invent ourselves, learn new skills and adapt to the changing marketplace and business environment. Today's professionals and executives must be able to quickly develop and fine-tune personal business skills to adapt and grow.

We are #1 Business School in the country

We have the privilege of being ranked #1 and teaching top students from around the world.

Our Program is Unique

Distinction from growing competition in the job market.

We Provide a Combination of Skill Specialization & Range

Deepen your current skills and acquire new ones.



About Schulich ExecEd

At Schulich ExecEd, the professional development arm of the world class Schulich School of Business, all our programs are non-degree, mid-career acclaimed qualification that employers recognize and that you can add to your CV.

We provide:

- Short programs building an individual business skill have industry recognized credentials for that skill
- Certificate programs build a wider skill set with a number of key skills
- Masters Certificates are an intense dive into Leadership, Management or specific Business skillsets. This is our highest mid-career professional development business school certification

Key Stats:

- Ranked #1 business school in Canada
- Ranked #12 in global MBA ranking
- Educated over 80,000 professionals across the world.
- Delivered over 4,000 programs virtually and in-person
- 96% of our graduates used knowledge or skills from the program on the job
- 87% of our graduates reported improved job performance
- Worked with over 500 companies worldwide

Over 450 leading faculty in areas of management, leadership, communications, finance, marketing, business development and strategy





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