

Grow your career.
Level up for the future.

Certificate in Coaching and Mentoring

Inspire your team with exceptional coaching.



A background image showing three diverse professionals (two men and one woman) sitting around a wooden table in a bright office setting. They are all smiling and looking towards the right. The man on the right is holding a pen and pointing at a tablet. The woman in the middle is also looking at the tablet. The man on the left is partially visible, wearing glasses. There are some papers and a coffee cup on the table.

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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15 Hours of Study



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



15 Hours of Study

Rich learnings in five 3-hour sessions



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



Cy Charney

BA, MBL, P. Admin

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

- The goal of coaching
- Treating your team as a key stakeholder
- Identifying your team's expectations
- Motivating using the 2-bucket approach
- The physiology of coaching and its impact on morale
- Exploring your own style of coaching
- Identifying opportunities for improvement

Coaching Strategies for High Performance

- Understand the 70, 20, 10 ratios of employee development
- Everyday coaching communications: Knowing when to be a sounding board, facilitator, or advisor
- Appreciate the four effective strategies of giving advice
- Setting SMART goals that build ownership and commitment
- Learn when and how to recognize superior performance
- Challenge disappointing performance with constructive conversations that drive positive outcomes

Program Content



Introducing Mentoring Programs

- Understand the difference between coaching and mentoring
- Compare formal and informal mentoring
- Setting up formal mentoring relationships
- Setting up formal mentoring relationships
- Create a structured mentoring meeting for value-added outcomes
- Documentation to monitor progress and promote ownership for change
- Tools to identify career growth opportunities

Program Content



Developing High-Potentials Through Mentoring

- Identify the most effective methods of training your mentee
- Maximize the impact of formal learning
- Understand your strengths and challenges as a mentor
- Build a concrete plan for mentor and mentee success
- Create a customized learning plan using simple, powerful tools

Creating High-Performing Teams

- Learn how to manage a diverse team, in person or remotely
- Monitor team morale and performance, and know when/how to intervene
- Understand the elements of effective teams
- Supercharge team performance by enhancing each element

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



Certificate

Provided upon completing a longer program that may comprise several badges signifying a more extensive skill set.

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 HRP website at www.hrp.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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