



**LIDER
RYNKU
SZKOLEŃ**

Becoming a Skilled & Effective Coach

2 – Day Interactive Instructor-led Training

DESCRIPTION

The "Becoming a Skilled and Effective Coach" program is designed to equip participants with the foundational knowledge, practical tools, and advanced strategies needed to excel in professional coaching. The training is structured in three parts: first, it builds strong fundamentals by clarifying distinctions between coaching, consulting, and mentoring, establishing effective coaching agreements, and developing trust through ethical practice and empathetic communication. The second part expands participants' coaching toolbox, focusing on techniques such as active listening, powerful questioning, goal-setting, and action planning, while providing frameworks like Co-Active Coaching and GROW for structured practice. Finally, optional advanced modules explore complex dynamics, including organizational integration, reflective enquiry, solution-focused approaches, and adaptive leadership styles, enabling participants to elevate their coaching practice to a strategic level.

TARGET GROUP

This program is ideal for professionals seeking to enhance their coaching capabilities, whether they are aspiring coaches, team leaders, managers, or HR and L&D practitioners. It benefits those who want to integrate coaching into their leadership approach or organizational culture, while also serving experienced coaches who wish to deepen their expertise through advanced frameworks and reflective practice. The program is particularly suited for individuals committed to fostering growth, motivation, and meaningful change in others, and for those who value ethical, structured, and human-centered approaches to professional development.

TRAINING PROGRAM

Part I: Strong Fundamentals: Ethics, Agreement and Trust

- Creating a clear distinction between coaching, consulting and mentoring: how to navigate with awareness between these three modes and communicate them effectively
- Setting the framework of an effective coaching engagement: managing expectations, timeframes, agreements boundaries and responsibility for progress
- Integrity and Ethics: Confidentiality and Safety in Coaching Conversations
- How do we evoke trust? Building rapport through empathy and human connection
- Maintaining Momentum: Structuring, Tracking and Closing a Coaching Engagement

Part II: Expanding Your Coaching Toolbox: Skills and Frameworks

- Powerful Open Questions Practice: why your advice might be quickest but is not the best approach
- The Power of Active Listening: Co-Active Coaching Framework and Practice
- Facilitating Growth: GROW Coaching Model and Practice
- Maintaining Presence and Observing Non-Verbal Cues
- The Power of Motivation, Recognition and Positive Encouragement
- Facilitating Growth: Goal Setting and Action Planning
- Applying Your Coaching Skills in Feedback Conversations

Part III: Optional Bonus Themes for more Advanced Coaching Practitioners:

- Understanding three way partnering between coachee's needs, yourself and the organisation
- OSCAR Module - Solution-focused Framework & Practice
- Coach the Person not the Problem: Reflective Enquiry
- Balancing Support and Challenge: Adapting Your Style to the Coachee and the problem
- Coaching as your Leadership Style
- Coaching as a theme in Your Organisational Culture

COURSE DETAILS

Start dates

TBC

Course fees

TBC

Training time

9:00am – 4:00pm (CEST Warsaw, UCT+2)

Enrolment

ADN offers a variety of training methods including group, online and in-company training.

Online Training

- Access to the MS Teams audio/video platform

In-company training

Tailored training programs designed to meet an organization's specific goals for maximum effectiveness.

The training typically lasts 2 days but it can also be more advanced and run for several days.

Certification

Upon completion of the course, participants receive certificates validating their competencies, enhancing their professional credibility.

TRAINER PROFILE

Natalia Mank has over two decades of experience in leadership development and coaching. She has worked for top global business schools, such as the London Business School and IESE in Spain. In her varied career, she has also held executive roles in business development, leading international teams across markets and cultures.

As an ICF accredited executive coach, she also holds a Postgraduate Degree in International Trade, Law & Policy Making and a Master's Degree in Indian Linguistics & Philosophy. She has lived and worked in six countries across three continents. A life-long learner, speaks six languages and is keen on economics and global trade as well as on yoga and art.

Natalia's mission is to support leaders in their ambition to align effective business decisions with inner drive for integrity and sustainable transformation. She is passionate about addressing loneliness in executive positions and helping people be more authentic at work.

Natalia is also certified in Systemic Team Coaching, supports multi-cultural teams to align on values, feedback culture, conflict resolution and stake holder management. Her methodology focuses on well-researched frameworks, engaging workshops, effective leadership development programmes and bespoke coaching.

Natalia's current & past clients:

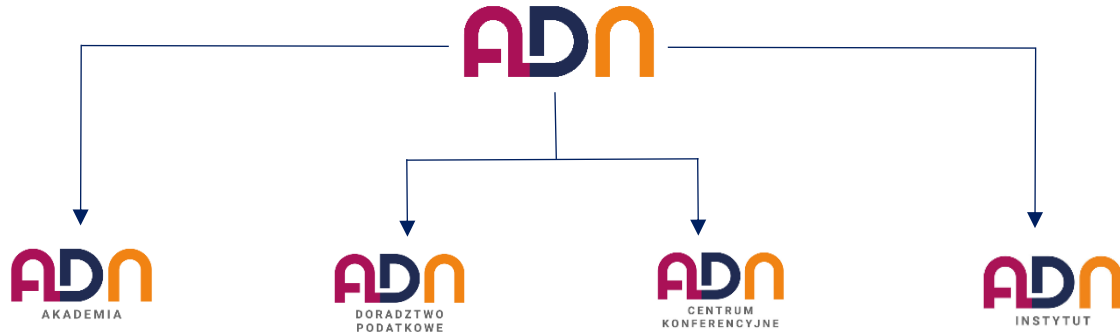
AFRICAN DEVELOPMENT BANK, AMC NETWORKS, BMW, CENTRICA, CREDIT AGRICOLE -CENTRAL INVESTMENT BANK, CREDIT SUISSE, DENTONSFLADGATE LLP, GENERALI, GOODWOOD GROUP, IRIS GLOBAL, TELEFONICA, TOTAL, SONNEDIX

Natalia's Recent Projects:

- Empowered Manager Programme design, delivery and coaching for Centrica (British Gas) Directors, Senior Managers and People Managers (2023-2024) to c.a.1000 participants (UK, Ireland and the Netherlands)
- Team Building Intensives design and delivery for IRIS International Team + Individual Executive Coaching (Global, 2021-2024)
- Goodwood Group Senior Management Leadership Programme Design and Delivery + Individual Executive Coaching (United Kingdom, 2024)
- Becoming an Effective Leader & Effective Feedback Conversations, Dentons Global Law Firm, 2024)
- Better Together Leadership Programme Design for Credit Agricole Central Investment Bank Division (London 2024-ongoing)
- *How to Be an Effective Coach* -programme design and delivery for Shared Services Directors at Accenture, Poland 2025
- *Conversations For Growth* –structured coaching programme to support growth and transition for global managers at Fremantle, (Global – South America, Australia & Spain, 2025)

ABOUT ADN ACADEMY

OUR BUSINESS STRUCTURE



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over
1 mln people



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experience

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WE OFFER A BROAD RANGE OF TRAINING PROGRAMS

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BUSINESS

IT and AI

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PACKAGE OF ADDITIONAL BENEFITS

As part of purchasing in-house training at ADN Academy, you will receive the following complimentary bonuses:

ACCESS TO POST-TRAINING CONSULTATIONS

For 1 month from the date of the in-house training, we offer the opportunity to submit questions to the trainer at: pytania@adnakademia.pl.

Estimated value of the bonus: *A few hundred PLN.*



ADN ACADEMY TRAINING PLATFORM

Each participant will receive six months of free access to the ADN Akademia educational platform. It provides access to over 300 video materials, incl. trainings, workshops, expert debates, and podcasts covering key areas of professional knowledge.

Bonus value: *1.499 PLN net.*



50% DISCOUNT VOUCHER

Your company will receive a voucher entitling you to a 50% discount on a selected 1- or 2-day open training course offered by ADN Akademia (taxes, accounting, finance, industry-specific topics).

Estimated value: *350–900 PLN net.*



THE TOTAL VALUE OF ADDITIONAL BENEFITS IS approx.: 2.500-3.000 PLN net

OUR CLIENTS





Feel free to contact us

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