

PROFESSIONAL CERTIFICATION PROGRAM

Certified High- Performance Coach



Learn to coach clients toward sustained high performance, resilience, and accountability — using evidence-based coaching methodologies and real coaching practice.

4 MODULES

Total modules

LIVE ONLINE

Delivery format

12 HOURS

Total live training

3 HOURS

Per module

Rather than teaching high performance as theory, participants learn to coach clients to achieve it — through mindset shifts, habit change, energy management, and sustainable accountability.

Certified High-Performance Coach (CHPC™) — issued upon completion

What You Will Learn

- Explain the principles of high-performance coaching and sustainable excellence
- Coach clients to identify strengths, purpose, and performance drivers
- Facilitate conversations that enhance focus, resilience, and accountability
- Coach clients to overcome performance barriers and limiting beliefs
- Differentiate high-performance coaching from mentoring, consulting, and performance management
- Help clients build habits that support consistent high performance
- Apply evidence-based coaching tools to improve personal and professional performance
- Conduct complete high-performance coaching sessions aligned with ethical practice

Program Structure — 4 Modules of 3 Hours Each

Total: 12 hours across 4 live 3-hour modules

1

MODULE 1

3 HOURS

Foundations of High-Performance Coaching

What is high performance, coaching vs. performance management, growth mindset, ethics & boundaries

2

MODULE 2

3 HOURS

Coaching Performance Drivers

Purpose, strengths, focus, goal achievement, habits for excellence & energy management

3

MODULE 3

3 HOURS

Coaching Sustainable Excellence

Resilience, emotional regulation, limiting beliefs, accountability & burnout prevention

4

MODULE 4

3 HOURS

Coaching Integration & Certification

Client profiles, development plans, live coaching practice with faculty & peer feedback

How You are Assessed

Live Coaching Demonstration

30-minute observed High-Performance coaching session



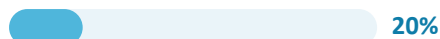
Knowledge Assessment

Principles, methodology, motivation, goal achievement — 80% pass mark



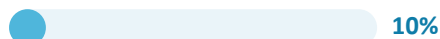
High-Performance Coaching Case Study

Develop a coaching strategy for a client performance scenario



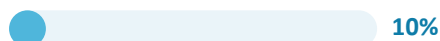
Reflective Learning Journal

Personal performance habits & coaching insights



Peer Coaching Feedback

Structured developmental feedback on peer sessions



Certification Requirements

- ✓ Attend and complete all 4 live modules (12 hours)
- ✓ Complete all coaching practice activities
- ✓ Complete the reflective learning journal
- ✓ Achieve at least 80% on the knowledge assessment
- ✓ Submit the High-Performance coaching case study
- ✓ Demonstrate coaching competence in the observed live session

Highlights of Practical Coaching Exercises

Performance Assessment

Evaluate your performance across purpose, energy, and focus

Performance Barriers

Work through procrastination, perfectionism, and self-doubt

Resilience Coaching

Explore setbacks and build adaptive coping strategies

Personal Blueprint

Design a complete plan with goals, metrics, and accountability

Ready to become a Certified High-Performance Coach?

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Randa is the Founder and CEO of Groath Coaching Academy. She is a Master Certified Coach (MCC), an Advanced Certified Team Coach (ACTC) and a Mentor Coach Specialist with extensive experience in Coaching, Training, Mentoring and Consulting. She specializes in Leadership, Performance and career coaching where she supports her clients during their strategic career transition, and partners with them throughout their career development journey by motivating them to reach their highest potential and holding them accountable to attain their desired goals.

She has more than 25 years of experience encompassing the HR field where she occupied the position of HR Manager in various reputable organizations across the Levant & GCC where she was able to support many individuals to develop their job descriptions, career paths and enhance their performance levels.

In addition to her work as HR Consultant and Corporate Trainer delivering more than 60 soft skills topics encompassing Leadership, Performance Management, Advanced Communication, Design Thinking, Adaptability Intelligence, Teambuilding etc. her passion for women empowerment and Gender Equality is translated by conducting various relating trainings with European Organizations funding such awareness programs in the MENA regions.

Randa holds a Master's degree in Business from the Lebanese American University (LAU), a PHR (Professional in Human Resources) designation from SHRM- USA, in addition to several other accreditations and certifications encompassing MBTI, Train the Trainer from the American Bankers Association, Emotional Intelligence, ROI, Certified Branch Manager, Balanced Scorecard and Certified Project Director, in addition to her latest milestones achieved by being awarded the Master Certified Coach (MCC) Credential and the Advanced Certification Team Coaching Credential (ACTC), Mentor Coach Specialist and Master Certified Trainer.

