



CERTIFIED LEADERSHIP COACH BROCHURE





PROGRAM SUMMARY

The program is aligned with ICF competencies and combines evidence-based leadership science with advanced coaching techniques, enabling participants to confidently support leaders facing real world challenges. Graduates will leave with the expertise to enhance their coaching practice, supported by a comprehensive toolkit and certification as ICF- accredited leadership Coach

The Certified Leadership Coach Program is designed to equip participants with essential coaching skills, leadership frameworks, and psychological tools to support individuals and teams in developing strong self-leadership, effective communication, and conscious decision-making.

The program emphasizes both coaching mastery and specialized knowledge in leadership dynamics, emotional intelligence, mindset development,, and influence-based communication strategies.

This intensive 6-week virtual certification program integrates theory with hands-on practice through live demonstrations, role-plays, real-life leadership scenarios, and applied case studies to ensure practical competence and real-world impact.



BENEFITS OF ATTENDING

- ▶ Clarity on the Coaching Role vs. Counseling
- ▶ Mastery of Core Coaching Tools
- ▶ Develop your leadership coaching identity
- ▶ Strengthen emotional & social intelligence
- ▶ Apply evidence-based leadership models
- ▶ Hands-On Coaching Practice & Feedback
- ▶ Alignment with ICF Core Competencies & Ethics
- ▶ Recognized Certification upon Completion

MODULES



Module 1: Foundation of Coaching and Leadership Coaching

- Understanding coaching using the ICF approach
- Coaching vs Mentoring vs Advising vs Consulting
- Role of a Leadership Coach in organizations
- Core coaching skills: presence, listening, questioning
- Coaching conversation AID model
- Coaching ethics & professional boundaries

Module 2: Self Leadership and Leader Identity

- Leadership vs Management in modern organizations
- Emotional Intelligence & Goleman's leadership styles
- Values, purpose & leadership identity
- Growth mindset & limiting beliefs in leadership
- Servant leadership mindset
- Building leadership presence & influence

MODULES



Module 3: The Myers-Briggs Type Indicator (MBTI)

- Understanding MBTI preferences
- The 16 personality types and leadership tendencies
- Strengths & blind spots of each MBTI preference in leadership
- Communication styles across MBTI types
- Decision-making differences (Thinking vs Feeling)
- Coaching leaders to adapt to different personality types

Module 4: Communication & Difficult Conversations

- Psychological safety & trust in teams
- Advanced leadership listening skills
- Feedback vs Feedforward
- SBI / FBI feedback models
- Difficult conversations framework
- Assertive communication for leaders



MODULES



Module 5: Coaching Leaders to Lead Teams

- Team coaching vs individual coaching
- Tuckman stages of team development
- Situational leadership (Blanchard)
- The 4M Matrix for team leadership
- Motivation, delegation & accountability
- Building high-performing teams

Module 6: Coaching Leaders in Change & Conflict

- Leading in VUCA environments
- Change management fundamentals
- Resistance to change & adaptation
- Conflict management (Thomas-Kilmann)
- Decision making under pressure
- Resilience & crisis leadership



MODULES



Module 7: Becoming a Professional Leadership Coach

- Kirkpatrick Evaluation Model
- 360 Feedback
- 5 Ps of Leadership
- Seven Elements of Leadership





DURATION:

Virtual: 6 Weeks
(36 Training Hours)



ABOUT US:

Groath Coaching Academy (GCA), an ICF Approved Coaching Education, is at the forefront of empowering professionals with the essential soft skills needed in today's fast-paced work environment. Our mission is to unlock the potential within each employee and manager, fostering an atmosphere of growth, efficiency, and enhanced interpersonal dynamics. Specializing in a wide array of soft skills training, we equip individuals with the tools necessary for impactful leadership, coaching skills, effective communication, peak performance, social intelligence, building trust, among others.



THE TRAINER

Leadership & Performance Coach

Randa Karime is the founder of Groath Coaching Academy (GCA). She is a Master Certified Coach (MCC) and 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 22 years of experience in 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.





CONTACT INFORMATION

For registration and In-House training:

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