Coaching for High Performance

08 - 12 Mar 2027
Madrid

Coaching for High Performance

Ref.: 1008_462 **Date:** 08 - 12 Mar 2027 **Location:** Madrid **Fees:** 5700 **GBP**

Coaching for High Performance is a 5-day course delivered by Mars Training Centre in London, Barcelona, Dubai, Vienna, and Kuala Lumpur — designed for senior leaders who want to use coaching as a deliberate leadership tool, not occasional feedback.

Coaching is the most leveraged thing a senior leader does. A 30-minute coaching conversation that genuinely shifts someone's performance is worth more than a week of meetings. But coaching is also rarely taught well to senior leaders — and most leaders default either to telling, which is advice in disguise, or to listening so passively that the conversation goes nowhere.

Across five days, you will work through structured coaching models, practise live coaching with peer feedback, and develop the habits that turn coaching into a daily leadership practice rather than an occasional intervention.

What You Will Learn

By the end of this programme, you will be able to:

- Distinguish coaching from mentoring, advising, and managing — and choose the right tool for the moment.
- Apply the GROW model and other structured coaching frameworks in real conversations.
- Use active listening, powerful questions, and silence deliberately.
- Coach through resistance, underperformance, and emotional volatility.
- Spot and develop high-potential talent through coaching.
- Give feedback that actually changes behaviour.
- Build a coaching culture across the team you lead.
- Build a personal coaching practice plan for the 90 days after the course.

How You Will Benefit

You will leave with a structured coaching toolkit you can apply immediately with your team, and a Mars Certificate of Completion.

Your organisation will gain a senior leader who develops the people around them — multiplying capability rather than just adding it.

Who This Programme Is For

This programme is designed for:

- Senior managers and directors with team leadership responsibility
- Heads of function or business unit
- Heads of HR, talent, and learning and development
- General managers
- Senior project and programme directors
- Family-business principals coaching next-generation talent

The seniority floor is senior manager and above.

How the Course Is Delivered

- Facilitator-led interactive sessions, balancing teaching with discussion and applied exercises.
- A balanced mix of theory, regional case studies, and applied exercises.
- Validated diagnostic and self-assessment tools.
- Applied exercises and personalised coaching throughout the week.
- A personal action plan built progressively across the week.
- Continuous personal feedback from your lead faculty.

The course runs in two separate single-language editions: an English edition delivered in English, and an Arabic edition delivered entirely in Arabic by native-Arabic faculty at every host venue. Cohorts run in London, Barcelona, Dubai, Vienna, and Kuala Lumpur.

Your Mars Certificate and Fee

On successful completion of Coaching for High Performance you will receive a Mars Certificate of Completion, issued by Mars Training Centre, our London-headquartered training provider. The certificate confirms the programme attended, the dates, the host city, and the lead faculty, and is presented to delegates on the final day of the course.

The standard fee is £4,950 per delegate for this 5-day programme, quoted and invoiced in pounds sterling. The fee covers all training and faculty time, course materials in digital and printed form, the Mars Certificate of Completion, daily refreshments and a buffet lunch, and a complimentary airport pickup and return transfer for delegates flying in to the host city. Group and early-booking discounts are available. Flights, visas, and hotel accommodation are not included, though Mars provides booking guidance and preferred-rate partner links.