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COURSE BROCHURE

# Art of Coaching Presence and Powerful Questions Training Course

29 March – 2 April 2027
Madrid

# Art of Coaching Presence and Powerful Questions Training Course

**Ref:** 825_31331 **Date:** 29 March – 2 April 2027 **Location:** Madrid **Fees:** 5600 GBP

Art of Coaching Presence and Powerful Questions is a 1-week training course for line managers, team leaders and internal coaches who want conversations that unlock thinking, leaving with a Personal Coaching Practice Plan. Flatter structures and hybrid teams now depend on managers who can draw out ownership through listening and questioning. The course is delivered by Jupiter Prime Training.

## Why Art of Coaching Presence and Powerful Questions Matters Now

Three forces shape coaching inside organisations today: hybrid teams that meet less often, employees who expect development conversations rather than instructions, and leadership pipelines that rely on managers to grow talent internally. A manager who coaches well builds ownership and retains capable people; one who slips into advice-giving creates dependence and stalls growth. The course rests on recognised competence models: the International Coaching Federation ICF Core Competencies, the European Mentoring and Coaching Council EMCC Competence Framework, and the GROW model Goal, Reality, Options, Will as the conversation structure.

## Who Gains Most from Art of Coaching Presence and Powerful Questions

- Leaders who hold regular one-to-one conversations with direct reports
- Specialists appointed as internal coaches across departments
- Supervisors who guide newly promoted staff through their first months
- HR partners who prepare managers to run development discussions
- Project leads who steer cross-functional members without formal authority

A leadership group that attends together gains most, because its members can agree a shared coaching language and observe one another in real conversations afterwards.

## Art of Coaching Presence and Powerful Questions Capabilities

The outcomes centre on how a manager listens, asks and holds a coaching space, rather than on telling people what to do.

- Contract a coaching conversation with clear goals, roles and confidentiality — the coachee and their line manager
- Apply the GROW model to move a conversation from goal to committed action — the coachee's next step
- Design open, forward-looking powerful questions that widen a coachee's options — the quality of coachee decisions
- Demonstrate listening at the level of meaning, emotion and assumption — trust between coach and coachee
- Assess ethical boundaries using the ICF and EMCC codes — when to refer or step back
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Build a personal coaching practice plan with reflection and supervision routines — the coach's own development

## Key Art of Coaching Presence and Powerful Questions Terms

- Coaching presence — the ability to stay fully focused, open and calm with a coachee, without steering towards one's own solution.
- Powerful question — a short, open question that prompts new insight or perspective rather than collecting information.
- Contracting — agreeing at the start the goals, roles, boundaries and confidentiality of a coaching relationship or session.
- GROW model — a four-stage conversation structure moving through Goal, Reality, Options and Will to reach a committed action.
- Active listening — attending to words, tone and what is left unsaid, then reflecting it back so the coachee feels heard.
- Coaching supervision — reflective sessions in which a coach reviews their practice with a qualified peer or supervisor.

## Art of Coaching Presence and Powerful Questions Day by Day

### Day 1: Coaching Mindset and Presence

- Coaching Versus Mentoring and Managing — Choosing the Right Conversation
- ICF Core Competencies Overview — Benchmarking Current Coaching Habits
- Coaching Presence and Self-Management — Staying Out of Rescue Mode
- Belief in Coachee Potential — Shifting from Expert to Partner
- Self-Assessment of Coaching Style — Identifying Personal Growth Edges

### Day 2: Contracting and Listening

- Session Contracting Checklist — Agreeing Goals, Roles and Confidentiality
- Three-Way Contracting with Sponsors — Balancing Line Manager Expectations
- Levels of Listening Model — Hearing Meaning Beneath the Words
- Reflecting and Summarising Techniques — Confirming What the Coachee Means
- Silence and Pacing in Dialogue — Giving the Coachee Room to Think

### Day 3: The Craft of Powerful Questions

- Open Versus Leading Questions — Removing Hidden Advice from Questions
- Question Ladders for Clarity and Depth — Surfacing Underlying Assumptions
- Scaling and Future-Focused Questions — Defining What Progress Looks Like
- Challenging with Respect — Testing Limiting Beliefs Without Defensiveness
- Question Bank for Banking and Healthcare Scenarios — Adapting to Context

## Day 4: Structuring Conversations with GROW

- GROW Model Session Flow — Moving from Goal to Action
- Reality Exploration Tools — Separating Facts from Interpretations
- Options Generation Techniques — Expanding Choices Before Deciding
- Will and Accountability Agreements — Securing Ownership of Next Steps
- EMCC and ICF Ethics Codes — Recognising Referral and Boundary Points

## Day 5: Practising the Personal Coaching Practice Plan

- Triad Coaching Rounds with Observer Feedback — Applying Presence and Listening
- Recorded Question Review — Refining Powerful Questions Under Pressure
- Full GROW Coaching Session Practice — Integrating Contract, Questions and Action
- Reflective Journal and Supervision Routine — Sustaining Coaching Quality
- Personal Coaching Practice Plan — Committing Goals, Clients and Review Points

## Applying Art of Coaching Presence and Powerful Questions After the Course

- Run three contracted GROW conversations with direct reports and record which powerful questions shifted their thinking.
- Set up a monthly peer reflection circle with fellow internal coaches to review listening and ethical boundary cases.

## Art of Coaching Presence and Powerful Questions Questions FAQ

### What is the Art of Coaching Presence and Powerful Questions and why does it matter now?

It is the skill of holding a focused coaching space and asking questions that help people find their own answers. Hybrid working and internal talent growth now depend on it.

### Which roles gain most from Art of Coaching Presence and Powerful Questions?

Line managers, team leaders and internal coaches gain most, especially those who hold regular one-to-one or development conversations.

### How does Art of Coaching Presence and Powerful Questions differ from a team coaching or mentoring course?

It concentrates on one-to-one coaching craft: presence, listening, questioning and the GROW structure. Team coaching works with whole groups and systems, while mentoring relies on sharing the mentor's own experience and advice.

## What do you bring back from Art of Coaching Presence and Powerful Questions?

You bring back a Personal Coaching Practice Plan, a tested bank of powerful questions and a contracting checklist.

## Art of Coaching Presence and Powerful Questions: The Way Forward

The Personal Coaching Practice Plan first informs which colleagues each manager will coach and how sessions are contracted. Line managers, internal coaches and their HR partners use it to track progress and reflection. After the first cycle of conversations, it is worth revisiting which questions genuinely shifted coachee thinking and where advice-giving crept back in.