

PERFORMANCE COACHING & AI INTEGRATION TRAINING

Date	Time	Duration	Venue	CPD	Cost (Incl. VAT)
9th - 14th Nov, 2026	08:30 AM-16:00	6 Day(s)	SEO Hotel, Machakos	6	75,400.00

Course Overview

This six-day workshop equips HR professionals, managers, and coaches with practical mastery of performance coaching. Participants learn how to build a coaching mindset, set goals, develop KPIs, conduct appraisal conversations, apply coaching models, manage performance challenges, and build a coaching culture. Artificial Intelligence is integrated to enhance documentation, support coaching conversations, analyze performance trends, and strengthen behavioral insights. The programme blends coaching fundamentals with modern AI tools to produce confident, credible performance coaches who can drive measurable improvement.

Course Objectives

By the end of this program, participants will be able to;

- Coaching Foundations: Build a coaching mindset and understand the performance cycle.
- Goal Setting: Develop SMART goals, KPIs, and cascading performance plans.
- Coaching Models: Apply GROW, CLEAR, OSKAR and other coaching frameworks.
- Appraisal Conversations: Conduct structured, fair, and bias-aware coaching discussions.
- Balanced Scorecard: Use scorecard logic to coach for results.
- Performance Challenges: Coach through difficult behaviors and conversations.
- AI Enablement: Use AI tools for coaching scripts, behavioral analysis, documentation, and performance insights.
- Culture Building: Establish a coaching culture that supports continuous improvement.

Target Groups

This training is suitable to a wide range of professionals but will greatly benefit;

- HR Managers and HR Officers
- Line Managers and Supervisors
- HRBPs and Talent Managers
- Learning & Development Practitioners
- Professionals transitioning into coaching roles



CHRP. Den PN Gathitu

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