

Internal Coaching & Mentoring Programs

Internal Coaching and Mentoring Programs enable organisations to develop their own people, using their own leaders, expertise and culture. We work with you to design a framework that can be facilitated internally and scaled across teams, disciplines and experience levels. The result is a structured development pathway that builds capability, strengthens engagement and supports growth from within. This service is ideal for organisations wanting to deepen learning and development maturity, build internal talent pipelines, or create mentoring pathways for emerging leaders, graduates or high-potential staff.

Key Details

DURATION: Program development typically takes 8 to 16 weeks depending on scope and pathways required.

DELIVERY:
Online, In-Person or Hybrid

INCLUSIONS:

- Discovery Session
- Individual diagnostic analysis with DiSC profiling
- Stakeholder and Subject Matter Expert Consultation
- Program Document and Resource Development

Overview

Internal Coaching and Mentoring Programs partner your people with trained internal coaches or mentors who use your existing leadership, expertise and culture to strengthen capability across the organisation. We work with you to design a structured framework that can be facilitated internally and scaled across teams, disciplines and experience levels. The program centres around:

CAPABILITY AND PERFORMANCE DEVELOPMENT

We build the skills, behaviours and role confidence people need to perform well in their current role and grow into what comes next with practical development.

LEADERSHIP PIPELINE AND CAREER PATHWAYS

We create consistent pathways for graduates, emerging leaders and high potential staff, helping them build direction, confidence and readiness for increased responsibility.

Our Process

1. MODEL AND FRAMEWORK DESIGN

We work with the organisation to shape the foundations of the Coaching or Mentoring Program including purpose, structure and development pathways.

2. PROGRAM PATHWAY DEVELOPMENT

We design Coaching and Mentoring pathways tailored to relevant disciplines, roles or growth stages such as graduates, early leaders or technical specialists.

3. TOOLS, GUIDES AND RESOURCE CREATION

We develop all supporting materials for Coaches, Mentors and participants including guides, activities, templates and program documents.

4. TRAINING AND IMPLEMENTATION SUPPORT

We train internal facilitators on program delivery so they can confidently lead sessions and support participant growth.

Program Structure Example

This is an example program we developed for graduates and trainees new to the organisation and workforce:



Ready to take the next step?

Let's talk about how our Internal Coaching & Mentoring Programs can support your organisation and its people. Contact us to arrange an initial conversation and explore the right approach for your context:

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