

LHRC™ – Lead HR Coaching

Transform Professionals into Confident, Inspiring Trainers and Coaches

Format: Fully online or Hybrid | **Type:** Project-Based, Coaching-Oriented | **Program Based:** Canada

Overall Training Objective:

To empower HR professionals and organizational leaders with the mindset, skills, and practical tools to **design, deliver, and coach effective HR and soft-skills training programs**. Participants will not only learn how to train; they will **create and conduct their own real-life micro-training project** under professional mentorship.

Training Structure Overview

Module 1: The Foundation of HR Coaching and Adult Learning

Objective: Build the mindset and philosophy of an impactful HR Coach.

Topics Covered:

- The evolution from “trainer” to “HR coach and facilitator.”
- Understanding adult learning psychology in modern workplaces
- Identifying learning needs from HR gaps and organizational data
- Emotional intelligence and empathy in coaching delivery
- The “4C Framework” – *Clarity, Connection, Confidence, and Change*

Outcome: Participants understand how to connect learning to real HR outcomes and employee engagement.

Module 2: Designing Transformational Learning Experiences

Objective: Move beyond PowerPoints; design learning that transforms.

Topics Covered:

- The CIQHR Instructional Design Blueprint™
- Crafting impactful learning objectives that align with business goals

- Structuring your training with flow, attention, and retention
- Storytelling, visuals, and interactive elements that inspire action
- Integrating assessments and reflection for continuous learning

Outcome: Each participant designs a **mini-HR-related training concept** using the CIQHR Design Blueprint™.

Module 3: The Art of Delivery – Coaching, Training, and Inspiring

Objective: Master the art of connecting, engaging, and influencing people.

Topics Covered:

- Voice, body language, and presence in front of an audience
- The difference between **instructing, facilitating, and coaching**
- Techniques for managing difficult participants or low engagement
- Virtual vs. in-person delivery mastery
- Creating “aha” moments: how to coach through stories and scenarios

Outcome: Participants conduct a **practice session** and receive **1:1 performance feedback** from their coach.

Module 4: Project-Based Application – Build Your Own HR Training

Objective: Convert learning into real deliverables and experience.

Activities Include:

- Select a real HR topic (e.g., Performance Management, Employee Engagement, HR Auditing)
- Design a **30-minute micro-training session**
- Deliver it to a group (online or in-class)
- Receive professional evaluation and personalized feedback

Outcome: Participants develop a **portfolio-ready HR Coaching Project** they can present to employers or clients.

Module 5: Coaching Others to Success

Objective: Shift from teaching to mentoring and continuous growth.

Topics Covered:

- The coaching model for learning and development (GROW, CIQHR-CARE™)
- Feedback that empowers, not intimidates
- Building confidence in learners
- Setting post-training action plans
- Creating a culture of learning and improvement

Outcome: Participants can facilitate, mentor, and coach HR teams for sustainable impact.

Module 6: Becoming a Lead HR Coach (LHRC™)

Objective: Prepare participants to carry the LHRC™ title with excellence.

Requirements for Certification:

- Completion of all modules
- Submission and successful delivery of the micro-training project
- Final evaluation interview with CIQHR Master Trainer
- Active participation in feedback and coaching sessions

Outcome:

- ✓ Be able to conduct internal and external HR training
 - ✓ Coach individuals and teams toward excellence
 - ✓ Build their professional brand as an HR Trainer
 - ✓ Add *LHRC™* after their name on professional platforms
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Bonus Materials & Tools

- **Trainer's Toolkit:** Editable templates (training design, evaluation forms, feedback sheets)
- **Coaching Journal:** For reflection and self-development
- **Certificate of Completion**

- **Access to the CIQHR Global HR Trainers Network**
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Brief Description:

“Don’t just train — **inspire, coach, and transform.**”

The LHRC™ – Lead HR Coaching Program turns HR professionals into confident, powerful HR trainers and coaches ready to lead transformation.”