



**Institute of
Management Technology**
Ghaziabad, Delhi NCR



Leading Self, People & Teams Through Coaching



<https://www.imt.edu/open-programs/>

ABOUT US

Established in 1980, the Institute of Management Technology Ghaziabad is one of India's leading management institutions with strong national and global recognition. Set up under the aegis of the Lajpat Rai Educational Society, IMT Ghaziabad is among the earliest business schools in India to receive AACSB accreditation and is also accredited by SAQS, AIU, and NBA. The institute features among the Top 100 globally in the Financial Times Masters in Management 2024 and is ranked number one in India and 66th worldwide in the Financial Times Masters in Finance 2025. IMT Ghaziabad is also ranked 30th in the NIRF India Rankings 2025 for Management.

PROGRAM CONTEXT

Leading Self, People & Teams Through Coaching is a highly experiential executive leadership program that develops coaching as a core leadership capability. Rather than treating coaching as a standalone skill, the program enables leaders to integrate coaching into everyday leadership conversations to improve performance, engagement, collaboration, and talent development. The program follows a Learn > Observe > Practice > Apply approach. Every leadership concept delivered by IMT faculty is immediately followed by an Experiential Coaching Lab facilitated by an ICF Credentialed Executive Coach, allowing participants to observe professional coaching, practice with real workplace scenarios, and receive structured developmental feedback.

PROGRAM OBJECTIVES

- Develop a coaching mindset grounded in contemporary leadership research.
- Differentiate coaching from mentoring, directing and counselling.
- Apply coaching techniques to performance, career and developmental conversations.
- Build capability to coach teams and foster a coaching culture.
- Develop an individual 90-day Coaching Leadership Action Plan.

DELIVERABLES

- Leadership & Coaching Readiness Profile
- Coaching conversation toolkit and templates
- Practice across four coaching labs
- Structured feedback from ICF coaches
- 90-day Leadership Coaching Action Plan
- 30-day implementation review and feedback session (only for premium access)

PROGRAM THEMES / MODULES

Day	Session / Theme / Module (90 min each)	Learning Objectives	Instructor
Day 1	Module 1: Coaching Self	Leader as Coach, coaching mindset, self-awareness, emotional intelligence	Prof. Nidheesh Joseph
	Coaching Lab 1 – Fish-bowl Demonstration	Live coaching demonstration followed by facilitated debrief	ICF Executive Coach
	Module 2: Coaching Individuals	Coaching models (GROW/CLEAR), coaching conversations, performance & career coaching	Prof. Nidheesh Joseph
	Coaching Lab 2 – Coaching Clinic	Participants bring real workplace cases; guided coaching in small groups	ICF Executive Coach
Day 2	Module 3: Coaching Teams	Team coaching, psychological safety, accountability and collaboration	Prof. Nidheesh Joseph
	Coaching Lab 3 – Coaching Triads	Coach–Coachee–Observer rotations with structured feedback	ICF Executive Coach
	Module 4: Building a Coaching Culture	Embedding coaching into leadership, talent and performance systems	Prof. Nidheesh Joseph
	Coaching Lab 4 – Leadership Coaching Action Plan	Develop a personal 90-day coaching roadmap; faculty & coach feedback	Prof. Nidheesh Joseph + ICF Executive Coach

PEDAGOGY:

- Faculty-led concept sessions
- Live coaching demonstrations by an ICF Executive Coach
- Coaching clinic using participants' workplace cases
- Coaching triads for peer learning
- Structured feedback from an ICF PCC Executive Coach
- 90-day coaching roadmap planning
- Post-program implementation review (premium access only)

TARGET AUDIENCE:

Mid- and senior-level managers, HR professionals, functional leaders and high-potential leaders (5+ years experience) responsible for developing people and leading teams.

PROGRAM DIRECTOR:

Name: Prof. Nidheesh Joseph, IMT Ghaziabad
Practice Faculty: ICF Credentialed Executive Coach(s)

Administrative Details:

Date: October 2026

Mode: In-person

Duration: 2 Days (8 × 90-minute sessions)

Includes: Pre-assessment, workshop and one post program (within 30-days) online feedback session (only for premium access)

Venue: IMT Ghaziabad (Institute of Management Technology, Raj Nagar, Ghaziabad)

Note: On successful completion of the program, the participants will be awarded a Certificate of participation from the Institute.





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