



Coaching For Growth

Developing People. Elevating Performance.

This course equips leaders and HR professionals with practical coaching skills to grow talent, not just manage performance. Participants learn how to spot development gaps, design effective development plans, and blend on-the-job experience, interactions with others, and targeted learning. Through role-plays, real-case practice, and reflection, they leave ready to turn everyday conversations and 1:1s into meaningful development opportunities.

Key Outcomes

Participants of this course will:

- Apply core coaching skills to everyday conversations.
- Spot development needs and strengths in individuals and teams.
- Design simple, effective development plans aligned with goals.
- Strengthen questioning and listening muscles.
- Experience and practice development coaching.

Formats	2 Hours <i>virtual</i>	Half Day <i>virtual</i>	1 Day <i>in-person</i>
Coaching Advanced	●	●	●
Development Planning	●	●	●
Peer Exchange	●	●	●
Role Plays	-	●	●
Powerful Questioning	-	●	●
Active Listening	-	-	●
Case Discussions	-	-	●
Self-Reflection & Transfer	●	●	●

Target Audience

Leaders and managers
who develop their direct reports.

HR Professionals
who support performance and talent development

Project and team leads
guiding contributors across teams.

High-potential talents
preparing for coaching and leadership roles.

Group Size

min 6 / unlimited

Languages

English / German



Your Facilitator



Skrollan Schwyn

Skrollan Schwyn, is a seasoned leadership and team development expert with over 20 years of experience helping individuals, teams, and organizations realize their full potential. As Managing Director of Kybalion Learning & Development, she develops tailored leadership programs that enable leaders to deliver measurable impact and build sustainable growth. Her approach combines strategic insight with practical, hands-on learning designed for the realities of modern business.

Her background includes lateral leadership roles at AbbVie, where she contributed to international talent and culture development initiatives and strengthened her expertise in cross-functional collaboration and organizational effectiveness. Her experience across global pharmaceutical organizations, manufacturing, software, and academia gives her a broad, credible perspective as a facilitator, advisor, and executive learning partner.

Get Your Individual Proposal

Phone :

+41 78 736 19 09

Email:

skrollan.schwyn@kybalion.com

Web:

www.kybalion.com

Address :

6330 Cham, Switzerland