



Meaningful Conversations

Mastering Feedback, Coaching & Conflict

This course helps leaders and professionals turn everyday talks into meaningful conversations that drive performance and trust. Participants learn how to give feedback, coach peers, and lead conflict conversations with clarity and empathy. Through practice, reflection, and peer feedback, they leave ready to hold more honest, constructive, and growth-oriented conversations at work.

Key Outcomes

Participants of this course will:

- Use feedback as a tool for growth, not judgment.
- Apply simple coaching skills in everyday conversations.
- Lead conflict conversations with clarity and respect.
- Balance honesty and empathy in tough talks.
- Turn learning into regular practice in 1:1s and team discussions.

Formats	2 Hours <i>virtual</i>	Half Day <i>virtual</i>	1 Day <i>in-person</i>
Feedback Foundation	●	●	●
Coaching Foundation	●	●	●
Peer Exchange	●	●	●
Conversation Role Plays	-	●	●
Real-Case Coaching	-	●	●
Conflict Conversations	-	-	●
Case Discussions	-	-	●
Self-Reflection & Transfer	●	●	●

Target Audience

New and experienced leaders
who want to strengthen feedback, coaching and crucial conversations.

Team and project leaders
who guide performance and coaching conversations.

HR Professionals
supporting performance talks.

Internal coaches and mentors
who guide high-potential talent through development talks and career conversations.

Group Size

Min 6 / Opt 12 / Max 16

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

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