# Mentorship and Coaching Programs in Cooperatives Training Course

Professional Development Training Course Outline

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| **Category** | Cooperative Societies | **Duration** | 10 Days |
| **Base Fee** | $3,000 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

In the rapidly evolving cooperative sector, the demand for structured mentorship and coaching programs has never been greater. These programs foster leadership development, capacity building, and sustainable growth, enabling cooperative members and leaders to thrive in complex environments. Mentorship enhances knowledge transfer, while coaching reinforces performance and accountability, making them essential for organizational transformation.

Training Course on Mentorship and Coaching Programs in Cooperatives empowers participants with the skills, tools, and strategies required to implement high-impact mentoring and coaching systems. By integrating evidence-based practices, peer learning, and inclusive development strategies, the course ensures the sustainable advancement of cooperatives across sectors. Participants will emerge equipped to facilitate professional development, improve member engagement, and cultivate future leaders within their organizations.

## Programme Curriculum

**Mentorship and Coaching Programs in Cooperatives Training Course**

**Introduction**

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Mentorship and Coaching Programs in Cooperatives Training Course empowers participants with the skills, tools, and strategies required to implement high-impact mentoring and coaching systems. By integrating evidence-based practices, peer learning, and inclusive development strategies, the course ensures the sustainable advancement of cooperatives across sectors. Participants will emerge equipped to facilitate professional development, improve member engagement, and

cultivate future leaders within their organizations.

**Course Objectives**

1. Understand the fundamentals of mentorship and coaching frameworks in cooperatives.
2. Identify the key differences between coaching vs. mentoring in organizational growth.
3. Develop customized mentorship plans tailored to cooperative structures.
4. Apply principles of emotional intelligence in mentor-mentee relationships.
5. Foster inclusive leadership through targeted coaching programs.
6. Measure the impact and ROI of coaching and mentoring initiatives.
7. Align coaching programs with strategic cooperative objectives.
8. Leverage digital tools for mentoring in remote and hybrid setups.
9. Promote member engagement and retention through mentorship.
10. Address challenges in cross-generational mentorship.
11. Establish ethical guidelines and confidentiality protocols in coaching.
12. Cultivate team performance and productivity through group coaching.
13. Integrate mentorship into succession planning and leadership pipelines.

**Target Audience**

1. Cooperative Board Members
2. Cooperative Managers and Supervisors
3. HR and Training Officers in Cooperatives
4. Development Practitioners
5. Cooperative Youth Leaders
6. Gender Inclusion Officers
7. Cooperative Trainers and Consultants
8. Policy Makers in Cooperative Development

**Course Duration:** 10 days

**Course Modules**

**Module 1: Introduction to Mentorship and Coaching in Cooperatives**

- Define mentorship and coaching within cooperative contexts
- Explore history and evolution of cooperative mentorship
- Understand roles and responsibilities of mentors and coaches
- Identify characteristics of effective mentoring relationships
- Recognize the importance of a learning culture
- **Case Study: A cooperative in Uganda integrating mentoring into leadership**

**Module 2: Mentorship vs. Coaching: Core Differences and Applications**

- Compare and contrast mentorship and coaching
- Explore benefits unique to each approach
- Assess suitability for various cooperative needs
- Develop hybrid approaches
- Understand when to shift between roles
- **Case Study: Dairy co-op adopting coaching for team leaders**

**Module 3: Designing a Mentorship Program for Cooperatives**

- Set clear objectives for mentoring programs
- Establish mentor-mentee matching criteria

- Create feedback and progress mechanisms
- Align with cooperative values and mission
- Establish duration and intensity of interactions
- **Case Study: Kenyan SACCO's mentorship blueprint for youth engagement**

**Module 4: Building Coaching Capacity in Cooperative Staff**

- Identify coaching skills and competencies
- Train cooperative leaders as internal coaches
- Use coaching conversations for performance improvement
- Introduce peer coaching circles
- Design internal coaching certification frameworks
- **Case Study: Ethiopian farming co-op's peer-to-peer coaching model**

**Module 5: Emotional Intelligence in Mentorship and Coaching**

- Define components of emotional intelligence (EQ)
- Develop self-awareness and empathy in mentors
- Manage mentor-mentee emotional dynamics
- Apply EQ for conflict resolution
- Build resilience and psychological safety
- **Case Study: EQ training for mentors in Philippines cooperatives**

**Module 6: Digital Tools for Mentorship and Coaching**

- Identify platforms for virtual mentoring
- Use learning management systems (LMS)
- Track mentee progress digitally
- Engage via video-based coaching
- Ensure data privacy and security
- **Case Study: Ghanaian tech co-op’s digital mentorship success**

**Module 7: Gender-Sensitive Coaching and Mentorship**

- Understand gender dynamics in cooperatives
- Ensure equal access to mentoring opportunities
- Address unconscious biases
- Support women and marginalized groups
- Promote inclusive mentor recruitment
- **Case Study: Rwandan co-op’s gender mentoring initiative**

**Module 8: Ethics and Confidentiality in Mentorship**

- Define ethical boundaries in coaching
- Create safe spaces for dialogue
- Develop confidentiality agreements
- Handle breaches with professionalism
- Train for ethical decision-making
- **Case Study: Navigating ethics in a South African savings co-op**

**Module 9: Group Mentorship and Coaching Approaches**

- Use group coaching to enhance collaboration
- Design peer-mentorship forums
- Facilitate group learning sessions
- Encourage experiential sharing

- Monitor group dynamics
- **Case Study: Team-based coaching in a Colombian coffee cooperative**

**Module 10: Monitoring and Evaluating Mentorship Programs**

- Define KPIs for mentorship success
- Collect qualitative and quantitative data
- Analyze behavioral and performance outcomes
- Use feedback loops
- Integrate improvement strategies
- **Case Study: M&E in Tanzanian agricultural cooperative's mentoring pilot**

**Module 11: Mentorship in Leadership Development**

- Use mentoring to prepare future leaders
- Identify high-potential members
- Embed leadership competencies
- Use 360-degree feedback
- Create mentorship ladders
- **Case Study: Leadership pipeline creation in Nepalese cooperatives**

**Module 12: Cross-Generational Mentorship Programs**

- Address generational differences
- Pair experienced and young cooperative members
- Foster mutual learning
- Utilize storytelling techniques
- Build intergenerational trust
- **Case Study: Youth-elder mentorship in Canadian credit unions**

**Module 13: Conflict Resolution in Mentoring Relationships**

- Identify root causes of conflict
- Train in active listening
- Use mediation techniques
- Redefine relationship agreements
- Prevent escalation
- **Case Study: Mentorship conflicts resolved in Senegalese co-ops**

**Module 14: Succession Planning Through Mentorship**

- Identify future leaders early
- Align mentorship with HR planning
- Transfer institutional knowledge
- Develop customized succession tracks
- Create multi-level mentorship models
- **Case Study: Sri Lankan cooperative's succession strategy**

**Module 15: Sustaining and Scaling Mentorship Programs**

- Create a mentorship culture
- Integrate with cooperative strategy
- Secure funding and partnerships
- Maintain mentor engagement
- Review and revise regularly
- **Case Study: Scaling mentorship in Indian dairy federation**

**Training Methodology**

- Participatory presentations and discussions
- Breakout group work and action planning
- Interactive role plays and simulations
- Real-life case study analysis
- Individual coaching demonstrations
- Post-training mentorship action plan development

**Register as a group from 3 participants for a Discount**

**Send us an email: info@fineskilltrainingcenter.org or call** *+254769199797*

***Certification***

*Upon successful completion of this training, participants will be issued with a globally- recognized certificate.*

***Tailor-Made Course***

*We also offer tailor-made courses based on your needs.*

**Key Notes**

**a.** The participant must be conversant with English.

**b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

**c.** Course duration is flexible and the contents can be modified to fit any number of days.

**d.** The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

**e.** One-year post-training support Consultation and Coaching provided after the course.

**f.** Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 04 Dec 2026 | Online | $2,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $3,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 04 Dec 2026 | Physical | $9,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |

Ready to enroll or request a customized program? Book online or contact us:

**Register Online Now**

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