

Coaching Skills for Working in Partnerships

5 days training + 1-1 mentorship



Course summary

Civil Society Organisations (CSOs) in the humanitarian and development sector are at a critical turning point. Rapid global shifts are reshaping the landscape, forcing organisations to adapt to remain effective. A key transformation has been a move towards localisation: sharing power and decision-making more equitably with communities and building resilient partnerships with local actors. To navigate this evolving context, CSOs must rethink how they communicate and collaborate, embracing localisation and giving greater agency to the communities they support.

This online course equips you to lead this transformation with confidence. Rooted in INTRAC's commitment to people-centred development, it explores how coaching approaches, mindsets, and techniques can enable impactful, locally-led change. Going beyond traditional capacity strengthening, you will develop practical coaching skills to foster collaborative partnerships, empower local leaders, and effectively support every stage of the transition process.

Course objectives

By the end of this course you will:

- Gain a clear understanding of what coaching and mentoring are - and what they are not, and how these approaches can benefit your work and strengthen your professional relationships.
- Explore a variety of coaching models, approaches and techniques that you can confidently apply across different work contexts.
- Recognise when a coaching or mentoring approach will enhance your support to partners, colleagues and other stakeholders.
- Build confidence in using effective coaching skills, enabling you to communicate, listen, question and guide with greater impact.
- Create a practical action plan that outlines how you'll apply your new coaching and mentoring skills back in the real world.

Who is this training course suitable for?

This course is designed for development professionals who work closely with partners and want to strengthen their ability to support locally led change. It is especially relevant for:

- Programme staff and managers
- Partnership coordinators
- Capacity strengthening advisors and
- Staff working with local or community-based organisations.

The training is suitable for civil society practitioners with no or little experience of coaching or who would like to enhance their coaching skills while connect with sector peers.

Anyone committed to fostering more equitable and sustainable development outcomes is encouraged to apply. Those who have taken INTRAC's Partner Capacity Strengthening Course will find this programme a complimentary next step - though it is not a prerequisite.

What is the course format?

This course is delivered through a facilitated, interactive and highly participatory learning experience designed to build practical coaching confidence. The programme includes:

- Five 2-hour long sessions combining theory, facilitated discussions and hands-on practice.
- Asynchronous learning activities and practical exercises between sessions to deepen understanding and help you apply new techniques directly to your work.
- A one-to-one coaching session with the course facilitator to tailor and personalise your learning and address real challenges you're facing.

What is the time commitment?

To get the most from the course, we recommend you allocate an average of 5 hours per week. This consists of 10 hours of live session content, up to 4 hours of self-paced learning and activities, and one personalised 1-1 coaching session. Please refer to the course calendar for detailed session breakdown, dates and times.

What are the IT requirements?

You will need a laptop and ideally also a headset, as well as access to broadband internet. Live sessions will be held via Zoom. INTRAC's e-learning platform (Moodle) is accessible via a web browser. If you have any questions or need clarification on any of these requirements, please do get in touch.

Course fees

The fee for this course is £749. Additional coaching and mentoring is available at extra cost. Please send any enquiries to training@intrac.org

Course calendar

Session

Live session date and time

6 - 12 October 2026 - enrolment and preliminary activities

1

Tuesday 13 October 2026, 1pm to 3pm UK time

2

Thursday 15 October 2026, 1pm - 3pm UK time

3

Tuesday 20 October 2026, 1pm - 3pm UK time

4

Thursday 22 October 2026, 1pm - 3pm UK time

5

Tuesday 3 November 2026, 1pm - 3pm UK time

About the trainer



Ali McNab brings over 20 years experience in the NGO sector. She is dedicated to strengthening charities and social-purpose organisations through the development, empowerment and wellbeing of their people. With a professional background in international development, Ali has supported and led diverse teams and individuals nationally (UK) and internationally. Since 2017, she has worked with the NGO sector as an executive and career development coach and facilitator to build leadership capability and more collaborative, value-driven cultures.

Ali is a qualified Transformative Coach, accredited by the International Coaching Federation, with further training in Group Coaching and Positive Psychology Coaching. Alongside delivering training in coaching and mentoring skills, Ali has supported senior leadership teams on initiatives including embedding organisational values, cultivating a Growth Mindset and responding effectively to staff engagement insights.

Ali also offers tailored 1:1 coaching programmes for leaders and emerging leaders across the sector, helping them navigate challenges, grow their confidence, and maximise their impact.

Contents of the course

Course overview and introductions

- Welcome and course objectives and structure
- Expectations and personal motivations: What brought you here?
- Meeting each other and getting familiar with the technology we'll be using

Foundations of Coaching

- What coaching and mentoring are, their benefits and limitation
- Recognising positive coaching mindsets
- Learning basic psychological theory or human interaction and its relevance in coaching

Core Coaching Skills

- Active listening and asking effective coaching questions
- Coaching framework for 1:1 coaching
- Methodology for coaching small groups
- Coaching for responsible partnership exit and transition

Deepening Coaching Practice through practical exercises

- Coaching in pairs and small groups using real scenarios
- Peer Coaching to identify an action plan

Reflection and Next Steps

- Personal reflection, action planning and next steps
- Exploring when coaching can be most useful in your work

1:1 Coaching/Mentoring Sessions

1 hour-long 1:1 coaching session per participant to reflect on what you are learning in the course and get support around how you may use it and any challenges.