



Your definitive
step to
become a
coaching
oriented leader



CFI's Graduate School of Coaching
presents

Coaching Oriented Leader Program (CLP)

February 2026 – August 2026



PROGRAM OVERVIEW

Having worked with over 250 client organizations since 2006, to coach leaders and nurture a coaching culture, we have learnt a few things:

- Leaders in high-growth organizations wish to develop their people but end up being directive.
- Leaders in high-growth organizations wish to build relationships but end up being transactional.
- Style change becomes harder as leaders grow and become successful.
- First time leaders and emerging leaders are open to adopt a coaching style as they start their leadership journey.

Richer by this learning, CFI is proud to announce the launch of its third batch of **Coaching Oriented Leader Program**, a program aimed to give young and emerging leaders the opportunity to get their leadership style right – the first time – a Coaching Oriented style.



KEY FEATURES :

- A 6 month program that is aimed at helping young and emerging leaders embrace a coaching oriented style in the formative years of their leadership journey
- Offer essential insights, skills, tools, and practices to help participants inspire and transform those they lead.
- Create a community of leaders who prioritize coaching as a key element of their leadership approach.
- Build a solid foundation of self awareness and reflection
- Stand out as a leader who can strike the right balance between performance and well being.



PROGRAM OBJECTIVES

The objective of **CLP** is to build coaching based capabilities among young and aspiring leaders. At the end of the program, participants will be able to:

- Demonstrate coaching orientation in their leadership style with their teams to navigate the diverse, disruptive and changing world of work
- Become an integral part of the internal coaching resource pool that can address the performance and development needs of employees within the organization.
- Effectively lead younger talent who are seeking a working environment with a strong focus on respect, empowerment, development and work-life balance
- Support organization's efforts in creating a coaching culture



THE CFI EDGE

Founded in 2006, Coaching Foundation India (CFI) has played a pioneering role in popularizing Executive Coaching and its use for leader development in India in a culturally appropriate and contextually relevant manner.

With a community of over 335 certified CEO Coaches across length and breadth of the country, the deep expertise gained from having handled over 2800 paid coaching engagements for over 250 reputed client organizations, the experience of having contributed to nurturing a coaching culture by training over 2000 Leaders and Managers and four* published books to the credit of its Founders, CFI is today the preferred destination for potential coaches and clients and a trusted source of thought about Coaching.

19 years of insightful experience, across 36* batches of PGPEC, developing 300+ coaches:

Pioneers in creating a completely India centric coaching program focused on the unique requirements of the Indian corporate world, functioning with a global outlook.

Highly experienced and industry revered Facilitators:

With a collective experience of over a 100 years spread across diverse industries, our facilitators bring hands-on expertise and unique insights to the table.

Comprehensive and designed for peer learning:

The program content is comprehensive and designed to promote ease of learning, hands on practice and opportunities for participants to engage with their peers.

THE COURSE AND CERTIFICATION DETAILS

The Coaching Oriented Leader Program Consists of five elements:

- Preparatory work for effectiveness
- Hybrid learning – in person & virtual
- Structured application to master the skills
- Group coaching for application and peer learning
- Certification



Highlights of the Learning Inputs :

- Self awareness through 24 VIA and 360 degree feedback
- Coaching oriented values
- Foundational models of people leadership
- Coaching conversational skills
- The 5 D conversation model
- Typical coaching behaviours at work
- Journaling

PROGRAM CALENDAR

2026



February

VIRTUAL LAUNCH,
2 DAY CLASSROOM SESSION AT CHENNAI



March

COMMENCEMENT OF INTERNSHIPS &
VIRTUAL SESSION 3



April

VIRTUAL GROUP COACHING SESSION 1



June

VIRTUAL GROUP COACHING SESSION 2 &
VIRTUAL SESSION 4



July

VIRTUAL GROUP COACHING SESSION 3



August

CLOSING PLENARY & CERTIFICATION

FACILITATORS

GANESH CHELLA

Co-Founder & Chief Solution Architect - CFI

In a career spanning over 4 decades, Ganesh has come to be respected and acknowledged for his contributions as a practitioner, consultant, coach and thought leader in the field of Organization Development, Human Resources Management and Executive Coaching. Ganesh Chella is credited with pioneering the use of executive coaching for leader development in India. He has in his role as Co-Founder & Managing Director, helped CFI become a highly respected and sought after destination for coaching led leader development solutions and coach certification. He has also authored a very large body of books, articles, and blogs.

Ganesh is an alumnus of XLRI, Jamshedpur, a professional member of the Indian Society for Applied Behavioural Science and trained and certified as coach by Dr. Skiffington, Australia and CFI.



M. HARIHARAN

Executive Director - Coach Competence Development

Hari is a passionate Leadership Coach, Organization Consultant and Facilitator of leadership and team development interventions. He has worked with the senior leadership of organizations in a wide variety of industries, including manufacturing, software, financial services, FMCG, pharmaceuticals and education. His experience of over four decades is both rich and unique, as he has worked both overseas and in India. He has also been a successful entrepreneur who co-founded two companies before divesting interests in both by early 2002.

Hari brings deep experience and expertise in the use of psychometric tools for coaching and development. He is a Postgraduate in International Business from the Indian Institute of Foreign Trade, New Delhi (IIFT). He is a certified coach from CFI.



IS THE COACHING ORIENTED LEADER PROGRAM RIGHT FOR YOU?

Yes, if you are:

- A young and emerging leader
- A budding entrepreneur building your business and organization
- A seasoned manager on the path to leadership
- Around 35 to 40 years of age with around 12 to 18 years of experience
- Someone who believes that a coaching oriented style is most effective in the days to come



TESTIMONIALS

"This coaching process has been an incredibly insightful and developmental journey for me. I did not anticipate the degree of self-awareness that develops over the course of this engagement journey. The process - spread over many months - gives you a good mix of live coaching sessions, role playing, classroom sessions, and personal guidance sessions. Once you trust the process, you'll realize that it's a powerful process to bring you in touch with your inner biases, assumptions, and patterns of thought & behaviors. And this happens simultaneously while you are engaged in coaching your Coachee. You learn a lot about yourself in the process of learning about your Coachee. I think I've come to truly appreciate what empathetic listening means. And put it into practice in other areas of my life going forward."

*-Abhiram Mishra,
AVP State Business Head - Fashion and Lifestyle, Reliance Retail Ltd*

"The top class certified coaches and leadership educators along with the entire CFI team helped get the best view of coaching skills and new perspective towards coaching and leadership. Thank you for the partnership and for building the capabilities of leaders to make them every-day-effective."

-Participant from an incompany CLP program

BECOME A COACHING ORIENTED LEADER

Registrations are open for the batch commencing in February 2026.

ENROLL NOW



FOR ANY FURTHER QUERIES CONTACT:



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