



Internal Coach Accelerator™

Build Internal Coaches Who Create **Accountability, Growth and Performance** in just 30 days.

Why Most Organisations Are Leaving Performance on the Table

Most organisations invest heavily in training leaders, yet employees still struggle with ownership, performance conversations, behavioural change and personal development. The **Internal Coach Accelerator™** equips leaders, HR professionals and specialists with the practical coaching skills needed to develop people, strengthen accountability and create sustainable behavioural change from within.

Managers Give Answers Instead of Developing People

Many leaders spend their days solving problems for others. The result? Dependency, lack of ownership and repeated issues. We teach leaders how to coach employees towards their own solutions and accountability.

Difficult Conversations Are Avoided

Performance discussions, behavioural issues and emotional situations are often postponed because managers lack confidence. We provide a practical framework to navigate challenging conversations with clarity, trust and impact.

Training Doesn't Translate Into Behaviour Change

Most development programmes stop at knowledge transfer. We focus on real-world application, coaching practice, implementation and follow-up to ensure lasting behavioural change.



WHY COMPANIES CHOOSE THIS PROGRAMME

Turn Investment Into Lasting Impact



Turn Managers Into Development Multipliers

Instead of solving every problem themselves, leaders learn how to develop thinking, ownership and accountability in others.



Create Sustainable Behaviour Change

Participants learn the science behind behaviour, motivation, emotional intelligence and performance improvement.



Build Coaching Capability Inside Your Organisation

Develop an internal network of skilled coaches who can support talent, wellbeing, leadership and growth across the business.





What Participants Say About Learning with In2motivation

"This was the first programme where I could immediately use what I learned the next day."

Practical, applicable and focused on real workplace situations.

"I became a better listener, not just a better coach."

Participants often discover that coaching improves leadership, communication and relationships far beyond formal coaching conversations.

"The follow-up made all the difference."

The 90-day implementation journey ensures that learning becomes behaviour, rather than another training certificate.

Meet Your Lead Trainer

Ligia Koijen Ramos

Philosopher · Executive Coach · International Trainer · CEO of In2motivation

For more than **25 years**, Ligia has worked with leaders, teams and organisations across Europe, helping people create meaningful behavioural change through communication, emotional intelligence and human development.

Combining philosophy, neuroscience, human behaviour and Neuro-Linguistic Programming, Ligia is known for making complex human dynamics **practical, engaging and immediately applicable**.

Internal Coach Accelerator™

Becoming an Effective Internal Coach in 30 Days

with a 90-day implementation journey to ensure coaching becomes part of your culture, not just another certificate.



- 1 4 Interactive Workshops**
16 hours of practical learning and coaching practice.
- 2 3 Individual Coaching Sessions**
Personal feedback, skill development and implementation support.
- 3 Peer Coaching Lab**
Weekly coaching practice with structured feedback.
- 4 Real Workplace Application**
Participants coach real cases throughout the programme.
- 5 Assessment & Certification**
Demonstrate coaching competence through practical assessment.
- 6 90-Day Follow-Up Journey**
Supervision, coaching support and advanced masterclasses to ensure sustainable implementation.



Participants Learn How To

- Conduct impactful coaching conversations
- Build accountability and ownership
- Navigate difficult conversations
- Coach behavioural change
- Support employee development
- Increase performance and engagement
- Create psychological safety
- Develop an internal coaching culture

Results Organisations Can Expect

- Stronger leadership conversations
- Greater employee ownership
- Better talent development
- Improved engagement and retention
- More effective performance discussions
- Reduced dependency on external coaching
- A scalable internal coaching culture

Ready to Build a Coaching Culture From Within?

[Contact Us](#)

Our Unique Difference: Most coaching programmes teach coaching skills. We develop internal coaches who can create **measurable behavioural change** inside organisations. Every participant receives coaching, practice, assessment and a 90-day implementation journey, ensuring that coaching becomes part of the culture, not just another certificate.