

PROGRAMS FOR ORGANISATIONS

CORPORATE TRAINING 2026

Leadership and team development programs for organisations in Cambodia, built on professional coaching skills and delivered in English and Khmer.

BEHIND EVERY PROBLEM IS THE SAME PERSON FACING IT.

WHERE TO START

Organisations usually approach CCI asking for leadership training. We suggest an initial meeting where we can better understand the organisation's context, and suggest trainings that will best suit it from our experience. In every engagement there is significant tailoring to ensure any trainings are most effective.

The table below sets out different needs CCI is most often asked to address, to provide a starting point for discussion.

THE NEED	PROGRAM	PAGE
A session for a conference, off-site or all-staff meeting.	Any core skills workshop, or Positive Intelligence, in a 90-minute format	3
Better communication across levels, departments, to improve understanding in a busy environment	Effective Communication	3
Building a proactive feedback culture	Effective Feedback	3
Improving commitment and follow through from the team Less chasing from managers	Effective Accountability	3
Improved trust in the team, more effective problem solving and a safe environment where staff do not feel judged	Lead With Curiosity	3
Expert (Senior) managers want to learn how to maximise their team's potential, improve trust & accountability	Coaching for Leaders	4
Self-awareness and resilience under pressure for senior leaders and high performers.	Positive Intelligence	4
Improving mutual understanding between team members Alignment around a shared company culture	Individual and Team Values	5
An annual retreat, a team performance day, or a leadership team going through change.	Bespoke team building and capacity building	5
A cohort of managers to develop over a longer period.	Leadership Development Series	6

CCI'S APPROACH

Every CCI program is grounded in Connection-Centred Transformative Coaching, the approach CCI teaches in its professional coach certifications. It works with the person and not only the problem they bring, on the principle that behind every recurring problem is the same person facing it.

Most CCI programs are designed to be experiential, with participants learning-by-doing. More time is spent practicing on real situations with feedback from faculty in the room, and very little of it in slides. This ensures higher engagement and longer-lasting impact compared to conventional trainings.

CORE SKILLS WORKSHOPS

Four workshops on the conversations that decide how a team performs. Each runs as a half-day or one-day workshop for up to 20 managers, drawn from across the organisation, and as a 90-minute session for larger groups at conferences and all-staff meetings. They combine into the Leadership Development Series on page 6.

01

EFFECTIVE COMMUNICATION

For teams and managers where departments could do with better communication, or people agree in the meeting and disagree in the corridor. Participants practise saying what they mean directly and respectfully, listening for what is not being said, and raising issues with the right person at the right time. The workshop is built for how hierarchy and face actually operate in Cambodian workplaces, so that what is learned in the training actually is put to practice at work.

02

EFFECTIVE FEEDBACK

For organisations where feedback goes unsaid, or is said in a way that makes people defensive.

Participants learn to give feedback that is specific, timely and heard, and to receive it without shutting down. It is practised in every direction: to direct reports, to peers, and upward to one's own manager, which is where most feedback in a hierarchy is missing. Participants work on real situations from their own teams.

03

EFFECTIVE ACCOUNTABILITY

For teams where commitments sometimes slip, deadlines drift, and managers end up chasing.

Accountability that depends on the manager checking isn't accountability. This workshop builds the other kind: commitments people make in their own words, agreements the team commits itself to, and a conversation structure that leaves ownership with the person doing the work.

04

LEAD WITH CURIOSITY

For managers at any level who hold performance conversations.

When a result slips, many managers respond with judgement, establishing what went wrong and instructing someone to correct it. The problem is often fixed and often returns the following month, because the conversation never reached the person behind it.

Managers practise a small set of curious questions that surface what is actually happening behind a missed number or a stalled project, and 3 apply them to a live issue from their own work.

FLAGSHIP PROGRAMS

2 DAYS MIXED GROUPS OF UP TO 20, MANAGERS AND LEADERS AT ANY LEVEL

Coaching for Leader

For managers at every level, from team leaders to the executive team, who want to grow the people they lead. They learn to hold coach-like conversations, and lead in a coach-like manner, improving accountability, team culture, team performance and trust. Leaders no longer just tell their staff what to do, but know how to get the best from their team.

The course provides an introduction to the coaching mindset, how it can benefit the leaders' everyday roles and responsibilities. The skills the leaders will develop include listening beyond what is being said; open questions that invite deeper thinking; a structure for coach-like conversations that leaves ownership and accountability with the team member; feedback that is heard; and the leader's own patterns under pressure. All of it is practised on real workplace issues.

The course is taught by experienced coaches as well as professional trainers. This means that the leaders are learning from actual experts, not just trainers that have read theory in a book.

OPTIONAL ADD-ON PRACTICE LAB

A one-day session 60 to 90 days after the workshop, with the same cohort. Participants bring the conversations they have attempted in the interval, including those that did not go well, and work on them in supervised practice. It is where the skill converts into habit, and it gives leadership a measure of what has transferred into the business.

2 TO 3 HOURS INTACT TEAMS OR MIXED GROUPS OF UP TO 30

POSITIVE INTELLIGENCE: PERFORMING UNDER Pressure

Under pressure, capable people fall into reactive patterns they did not choose: controlling, avoiding, pleasing, or driving for results at any cost. Shirzad Chamine's research names these patterns saboteurs, with the Judge, the voice that finds fault in oneself, in others and in circumstances, as the one every manager carries. These patterns helped people succeed earlier in their careers and now limit what they and their teams can do.

Participants identify their own dominant saboteurs, learn to recognise it in the moment, and practise shifting to a more resourceful state.

Teams leave with a shared language for what happens to each of them under pressure, and leave knowing how to convert these patterns into strengths instead.

Draws on the Positive Intelligence® Saboteur framework by Professor Shirzad Chamine of Stanford University, which Joey Ra's certified in.

TEAM PROGRAMS

For people who work together as one team: a department, a leadership team, a project team. For teams that need to understand each other better, align on how they work, or mark a moment in the year with something more useful than a dinner.

HALF DAY OR ONE DAY INTACT TEAMS OF UP TO 20

DISCOVERING INDIVIDUAL AND TEAM VALUES

Most organisations have values on the company website and a different set in operation. In this workshop, each person identifies the values they actually work from, the ones that explain why they react the way they do at work. The team then sees where those values align and where they collide, which is usually where its recurring friction comes from.

The day closes with a small set of core team values the group has chosen together, and a plain description of what each one looks like in day-to-day behaviour: in meetings, in how work is handed over, in what gets said when something goes wrong. Teams use it afterwards as the standard they hold each other to.

DESIGNED AFTER DISCOVERY ANY SIZE

BESPOKE TEAM BUILDING AND CAPACITY BUILDING

Annual off-site retreats, team performance days, leadership team coaching, and capacity building for the people inside an organisation who support others. Each is designed from a discovery phase of interviews and a short anonymous survey, so that the day addresses what the team is actually dealing with. Recent engagements include:

Leadership team coaching

A five-phase engagement for the operations leadership team of a research institute: confidential one-to-ones, a two-day off-site and a cycle of team coaching sessions.

Team performance day

A one-day workshop for a 50-person agency on ownership, communication and follow-through, built from discovery interviews and a team survey.

Mentor development

Two days of coaching skills for the mentors in an incubator's entrepreneurship program, so that their support stops defaulting to advice.

FOR ORGANISATIONS BUILDING INTERNAL COACHING CAPABILITY: THE CCI CERTIFICATION PATHWAY

Coaching Foundations

Two days. The coaching mindset and core skills.

CAC Certified Associate Coach

Six days across three modules, 20 practice hours and examination.

CCTC Advanced certification

Four advanced modules, mentor coaching, group coaching and examination.

LEADERSHIP DEVELOPMENT SERIES

A single workshop gives managers a skill. A series gives them the habit. The Leadership Development Series takes a fixed group of 10 to 15 managers, usually from across the organisation, through half-day or one-day sessions spaced across three to six months, so that each session's practice is tested at work before the next one begins. The sessions are built from the workshops in this brochure and from activities in the leadership lecture series Joey Ra has taught at the National University of Management.

Between sessions, each participant applies one practice with their own team and reports back at the start of the next session. That report, and what the group makes of it, is where most of the development happens. The group size is deliberate: large enough for a range of situations, small enough that every participant is on the floor practising in every session, with feedback from faculty.

A TYPICAL SIX-SESSION SERIES

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| <p>1</p> <p>Lead With Curiosity</p> <p>Judgement versus curiosity in performance conversations. The questions that reach the person behind the problem.</p> | <p>2</p> <p>Effective Communication</p> <p>Saying what is meant, listening for what is not said, and raising issues with the right person.</p> | <p>3</p> <p>Effective Feedback</p> <p>Feedback that is specific, timely and heard, in every direction including upward.</p> |
| <p>4</p> <p>Effective Accountability</p> <p>Commitments made in people's own words, and conversations that leave ownership where the work is.</p> | <p>5</p> <p>Positive Intelligence</p> <p>Each manager's pattern under pressure, and the shift to a more resourceful state.</p> | <p>6</p> <p>Values in Leadership</p> <p>The values each manager leads from, and what the group commits to as a leadership standard.</p> |

DESIGNED WITH THE SPONSOR

The number of sessions, their order and their length are agreed with the sponsor after discovery. A series can open with Coaching for Leaders as a two-day foundation, or close with a Practice Lab, and organisations with a cohort of newly promoted managers often run it as their first-year program.

WHAT THE SPONSOR SEES

A short written note after each session on themes and commitments, without individual attribution, and a sponsor debrief at the midpoint and the close. Participants receive a certificate of completion from Cambodia Coaching Institute at the end of the series.

INVESTMENT

Guide fees in US dollars, net of withholding tax. Fees are confirmed in a written proposal after the discovery conversation and vary with group size, location and the extent of discovery required.

PROGRAM	FORMAT	GUIDE FEE (USD)
CORE SKILLS WORKSHOPS: COMMUNICATION FEEDBACK ACCOUNTABILITY LEAD WITH CURIOSITY		
Half-day workshop	Up to 20 participants	\$800 I \$1,000 bilingual
One-day workshop	Up to 20 participants	\$1,500 I \$2,000 bilingual
90-minute session	Conference or all-staff format, up to 60	\$600 I \$750 bilingual
FLAGSHIP PROGRAMS		
Coaching for Leaders	In-house, 2 days, up to 20, in English (Khmer support)	\$4,000
Additional participants	Participants 21 to 25, each	\$200
Practice Lab	In-house, 1 day, 60 to 90 days after the workshop	\$2,000 I \$2,500 bilingual
Positive Intelligence: Performing Under Pressure	2 to 3 hours, up to 30	\$800 I \$1,000 bilingual
TEAM PROGRAMS		Same as half day / one-day workshop rates
Discovering Individual and Team Values	Half day or one day, up to 20	
Bespoke team building and capacity building	Retreats, team days, leadership team coaching	Quoted after discovery
Leadership team coaching, indicative	One-to-ones, 2-day off-site and 3 team sessions, up to 8	from \$6,750
LEADERSHIP DEVELOPMENT SERIES		
Six half-day sessions	10 to 15 participants, over 3 to 6 months	\$5,400
Six one-day sessions	10 to 15 participants, over 3 to 6 months	\$10,000
CERTIFICATION PATHWAY, PER PERSON		
Coaching Foundations	2 days, open public cohort in Phnom Penh or Siem Reap	\$200
Certified Associate Coach (CAC)	Including Foundations	\$1,000
Certified Connection-Centred Transformative Coach (CCTC)	Advanced certification, for CAC graduates	\$2,500
CAC and CCTC enrolled together	Per person	\$3,300

The client provides the venue, audio-visual equipment and refreshments. Payment terms: 50 per cent on confirmation of dates and 50 per cent within 30 days of delivery; leadership coaching packages are paid in advance. Dates rescheduled with more than 21 days' notice carry no charge. Programs outside Phnom Penh carry travel and accommodation at cost. Group sizes above those stated are quoted separately. Rescheduling and cancellation terms are set out in each proposal.

FACULTY



JOEY RA, PCC

Founder and Head of Faculty

Joey Ra is the most senior professional coach in Cambodia. He holds the ICF Professional Certified Coach (PCC) credential and serves as an ICF mentor coach for ACC and PCC levels, assessing coaches internationally against the standards that shape every CCI program. He has coached and trained leaders in Cambodia since 2019, across banking, insurance, scientific research and the start-up sector. Cambodia Coaching Institute started professional coach training in Cambodia and remains the country's only in-person, ICF-aligned coach training provider. Corporate programs are led by Joey Ra, supported by CCI-certified associate coaches, including Khmer-speaking coaches for bilingual delivery.

Organisations CCI has worked with include Shinhan Bank Cambodia, Impact Hub Phnom Penh, J Trust Royal Bank, CMAA, AUPP Technology Centre, GIZ Cambodia, Eurocham, the EU Delegation to Cambodia, Chip Mong Insee, Lucky Supermarket and other NGOs and businesses.



Founder Joey Ra was engaging and extremely knowledgeable, balancing interactive elements, condensing learning and teaching new models really well. Thanks to the course, it equipped me with skills to better nurture and lead others.

Sharliza Rahman

Chief Brand and Digital Officer, Forte Insurance



We were given a safe space to try and fail in the sessions, this gave me courage to apply new techniques in my companies and my coaching clients to great success.

Galeno Chua

Founder, The Idea

START WITH A CONVERSATION

Every engagement begins with a 30-60 minute conversation with the sponsor, at no cost, in which CCI listens to what is happening in the organisation and recommends a starting point. Proposals are provided in writing within one week of that conversation.

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