



# COACHING FOR IMPACT

## Re- Imagining Professional Development in Policing

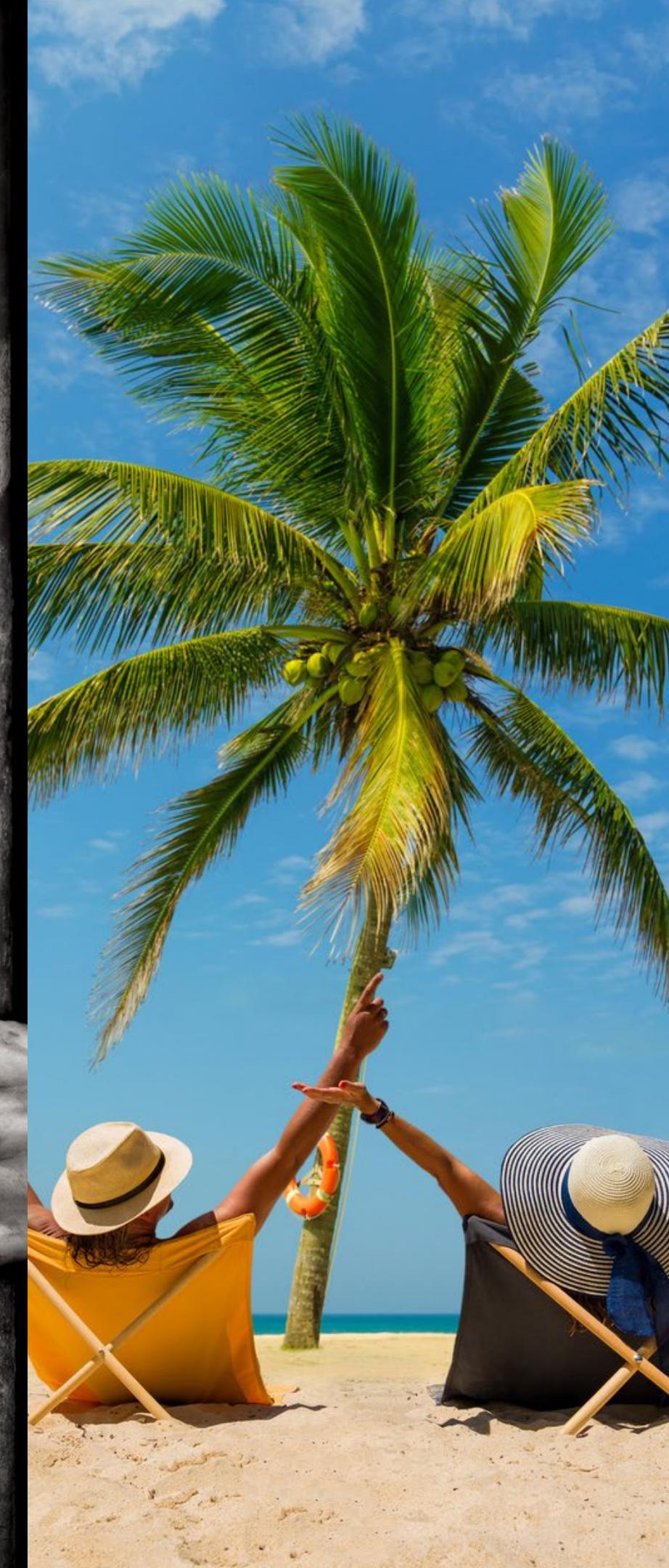
**STANH<sup>HOPE</sup>2025**  
Emerging Trends, Stronger Partnerships:  
Advancing Police Professional Development across Canada

How actively engaged do you plan to be in this session?



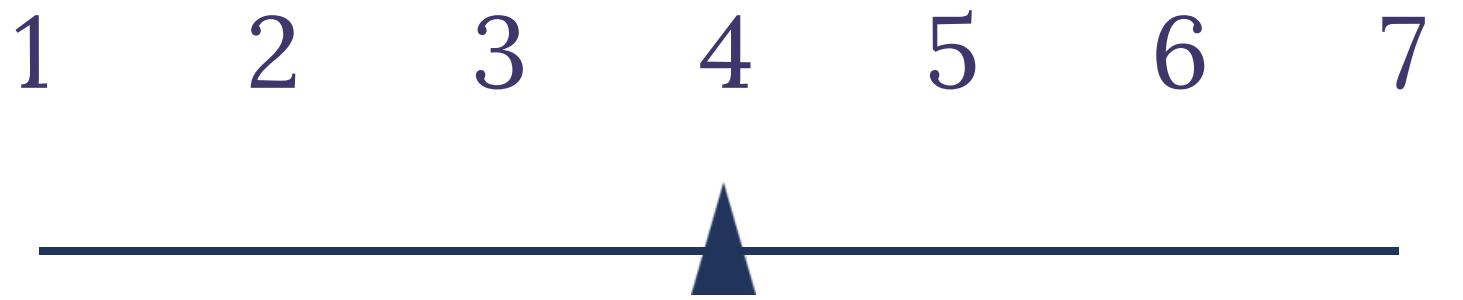
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7

# How much risk are you willing to take in this session?



1= None Whatsoever

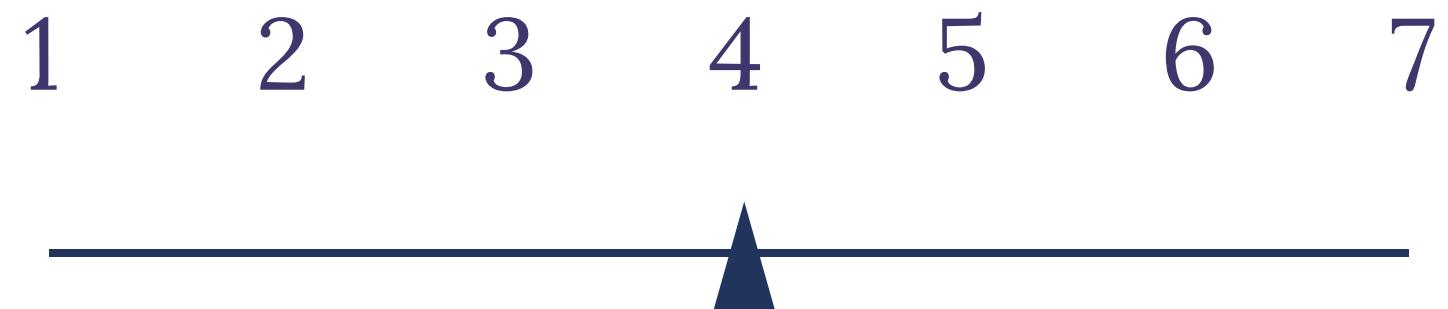
7= Probably a little too much



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# How much do you care about other people's experience?



Those people here now and those back at home base



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1



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EAM WOR



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Pair Up ... 60 seconds each question

What is your Mission for being at this conference?

What do you hope to walk/drive/fly away with?



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What is your Mission for being at this conference?



Who has what they believe was a *fairly common* response?



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What do you hope to walk/drive/fly away with?



Who has what they believe was a *fairly uncommon* response?



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# Why Coaching?



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# Capable

# Responsible

# Motivated



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# Setting Our People Free

# Empowering Our People to Lead



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# Coaching for Impact: Re-Imagining Professional Development in Policing

Emerging Trends, Stronger Partnerships: Advancing Police Professional Development across Canada



# Coaching for Impact: Re-Imagining Professional Development in Policing

## Professional Development is not an Accident

Emerging Trends, Stronger Partnerships: Advancing Police Professional Development across Canada



# Coaching for Impact: Re-Imagining Professional Development in Policing

## Professional Development is not an Accident

Emerging Trends, Stronger Partnerships: Advancing Police Professional Development across Canada

### Be Intentional



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The only constant is change!





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The only constant is change!  
True or False



# Volatility Uncertainty Complexity Ambiguity



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# Vision Understanding Courage Adaptability 2.0

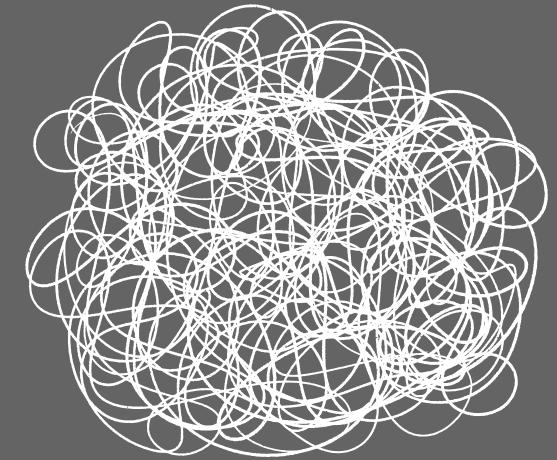
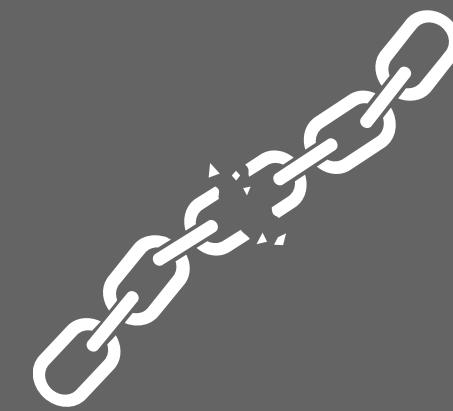


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# BANI World



**B**rittle    **A**nxious    **N**on-linear    **I**ncomprehensible

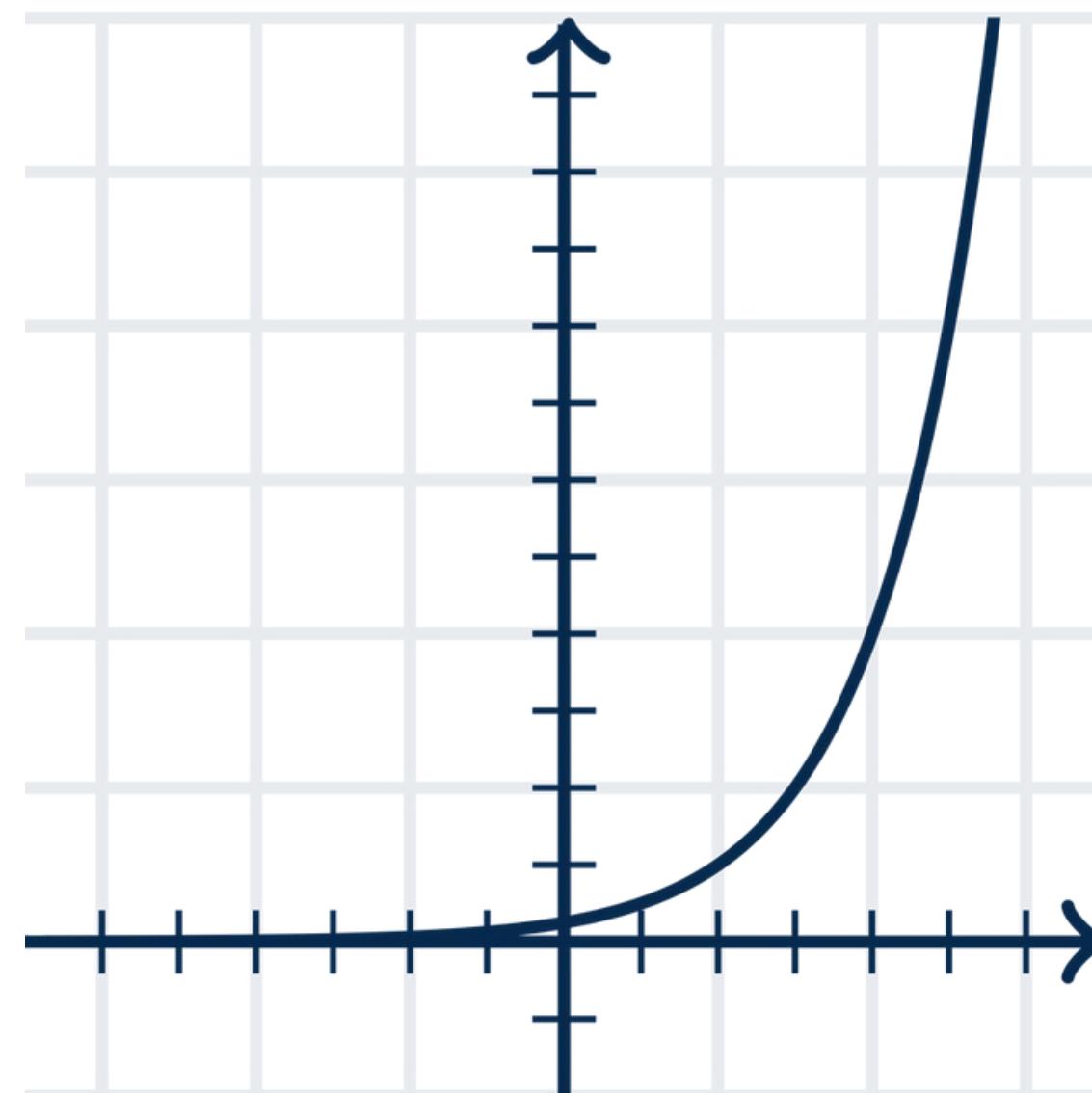


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# Change 2025

## Current Actuality



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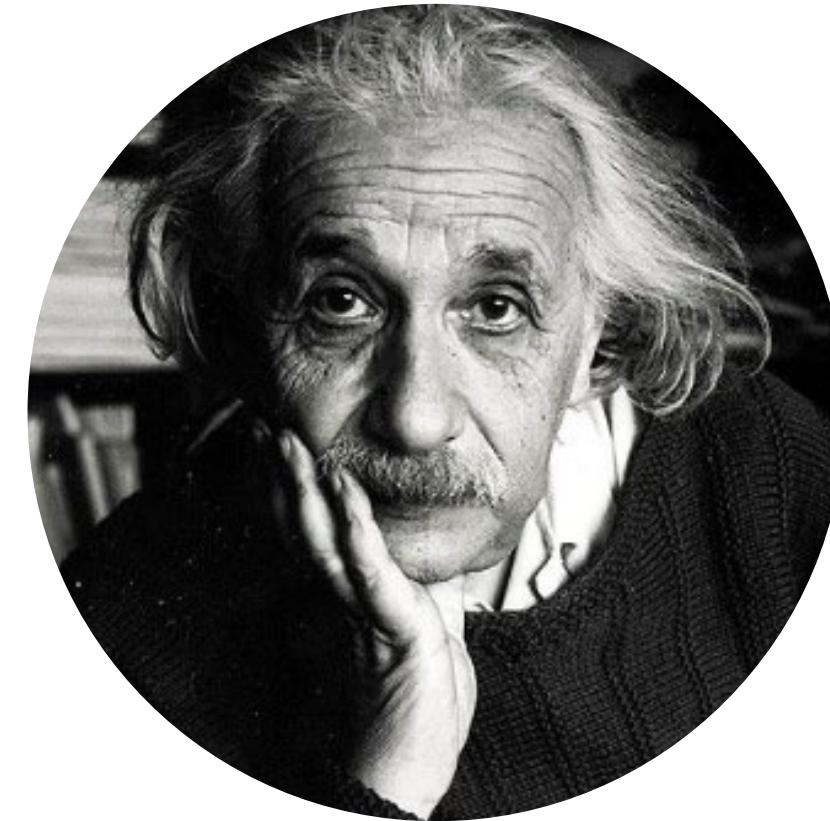
# Change



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”  
We cannot solve our problems with the same  
thinking we used when we created them.

# Coaching



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# Become a Coach

New to coaching? Learn how to get started and make a real difference.

[Start coaching](#)[Claim Your Free eLearning](#)

## Why become a coach?



### Connection to Sport

Stay engaged with the sport you love and pass on your passion to the next generation. Nurture talents and foster their growth while reinforcing your connection to the sport.



### Community Impact

Join the community of coaches who are driven by the opportunity to give back. Build relationships and meet new people, benefits that extend beyond the sports field.



### Personal Growth

Enhance your leadership abilities and communication skills while providing a positive outlet for managing mental health. Develop and refine these vital skills, contributing to both personal fulfillment and professional growth.

[Help](#)

Ready to Converge? Register today for the world's largest in-person coaching conference. →



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Become a Coach Credentialing Education & Professional Development Community & Events Resources Get Coaching

# Commit to Coaching Excellence With ICF Credentials

You have dedicated your life to helping clients find their purpose and become their best selves. An ICF credential can elevate your impact, empowering you to inspire and transform lives that will thrive.

Step Into Your New Future Today



# What is Coaching?

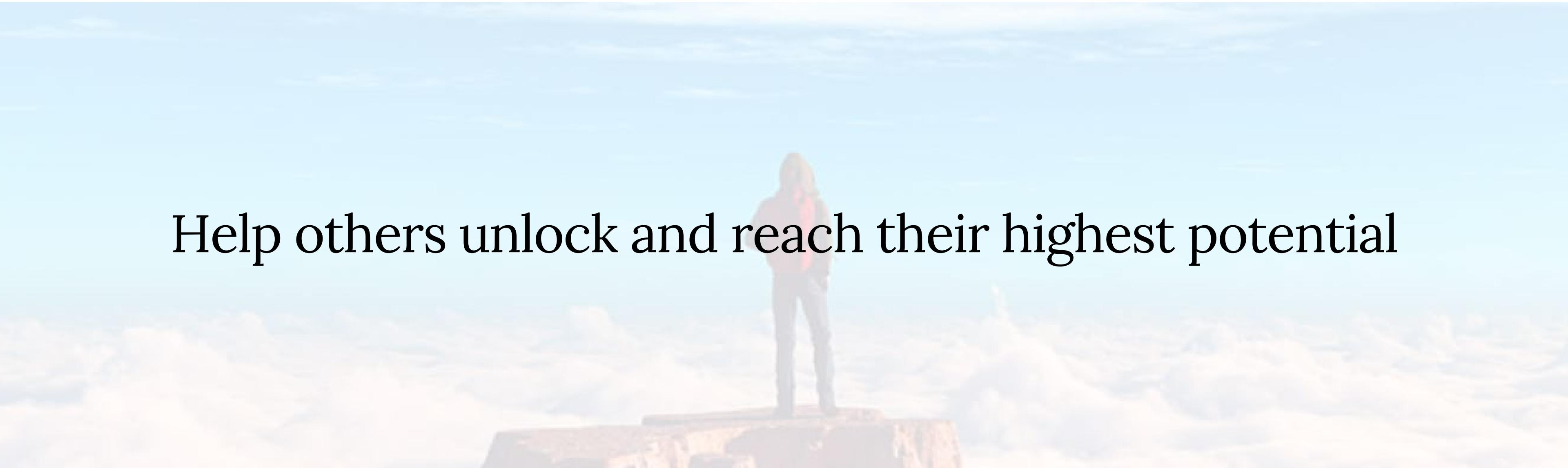
Partnering with [others] in a thought-provoking and creative process, that inspires them to maximize their personal and professional potential.



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# Plainly- Coaches



Help others unlock and reach their highest potential



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# Plainly- Coaching is NOT

Teaching

Consulting

Mentoring

Counselling

Supervising



# Plainly- Coaches can help you

- ✓ Safely push
- ✓ Encourage
- ✓ Challenge
- ✓ Goals/Habits
- ✓ Self Awareness and
- ✓ Discovery



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# Development and Standardization of Coaching



Gen 1 – Performance Focused

Gen 2 – Wellness Focused

Current Gen 3 – Performance and Wellness



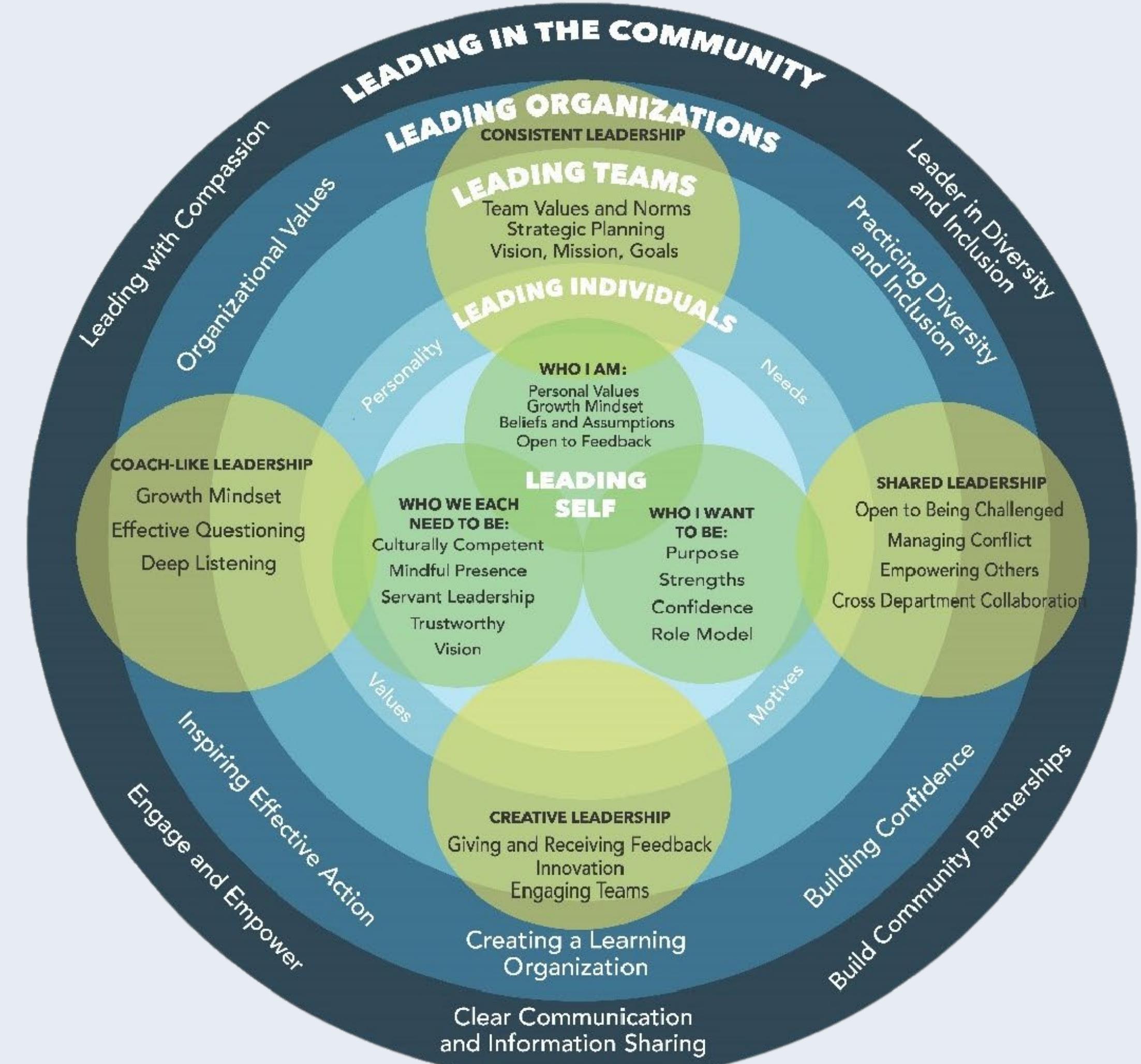
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# Inside – Out Model





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# Service Excellence



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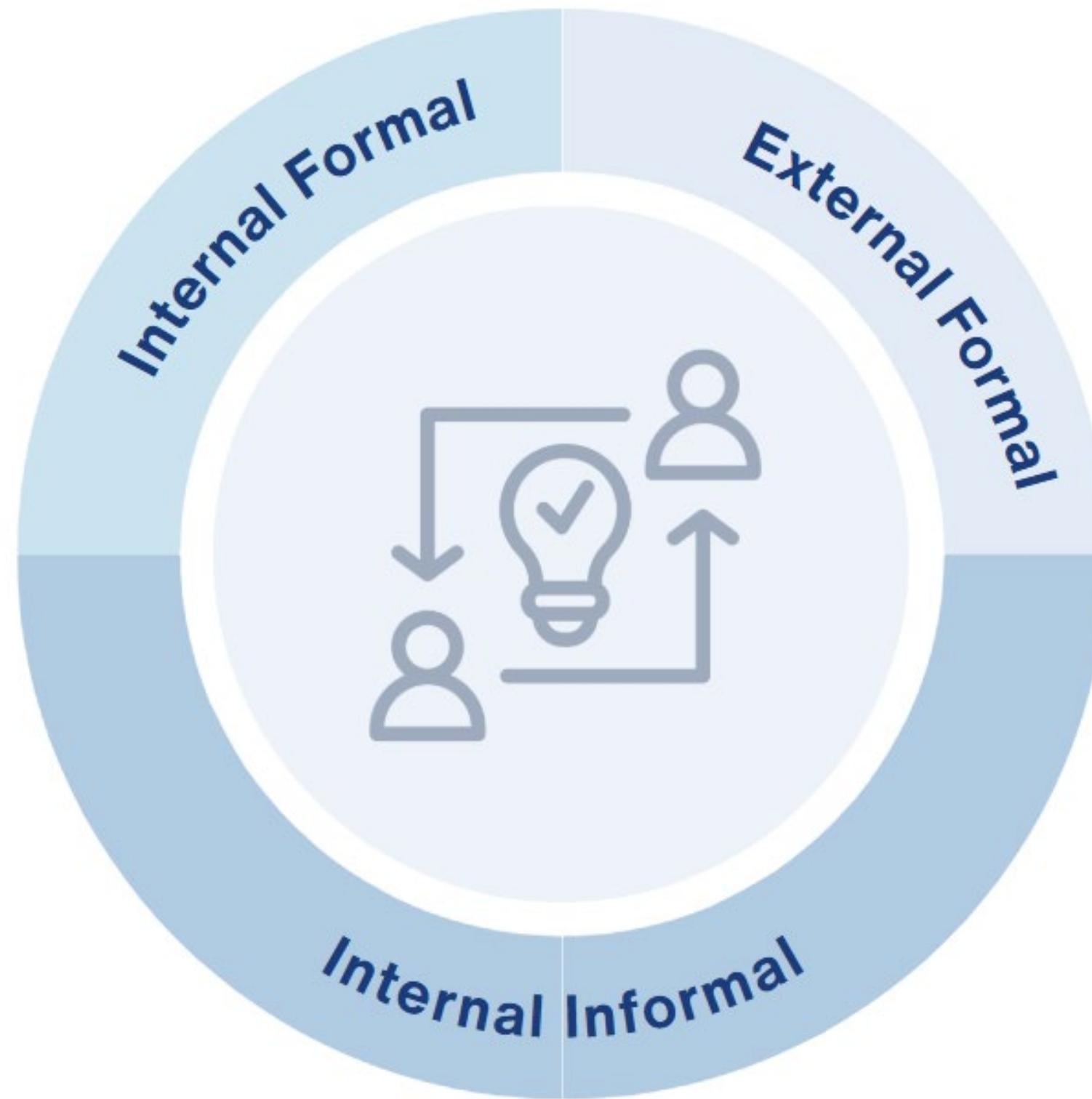
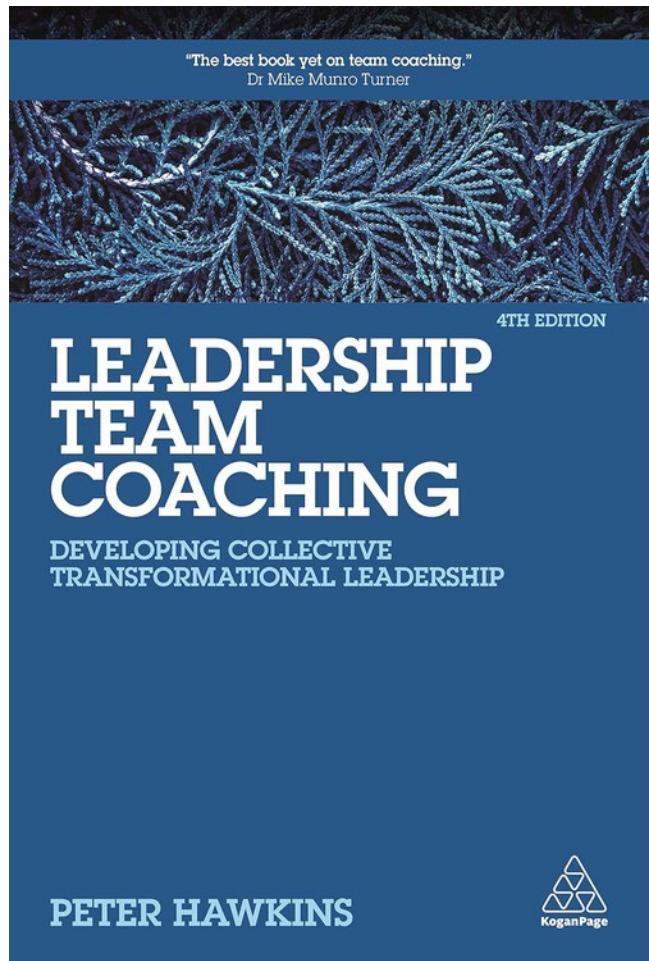
# Leadership Development

...because one size does not fit all...



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# Coaching in Peel



# The Human Condition



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# Leadership Development in Peel

Self – What defines you?



- Personality - Wiring**
- IQ - Hardware**
- EQ – Software**
- Social Identity (Social Group Identity)**
- Mindset**
- Beliefs**
- Values**
- Roles**



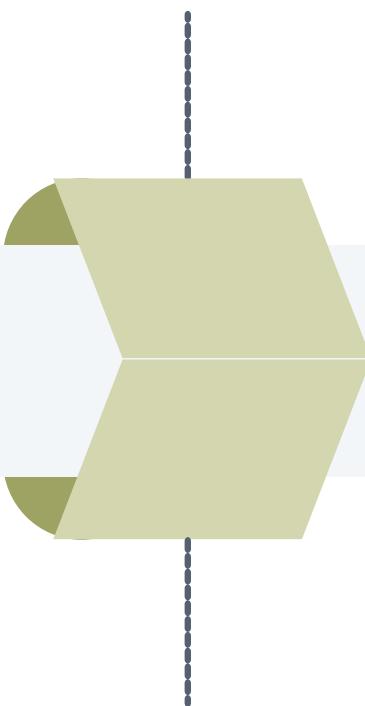
# Coaching



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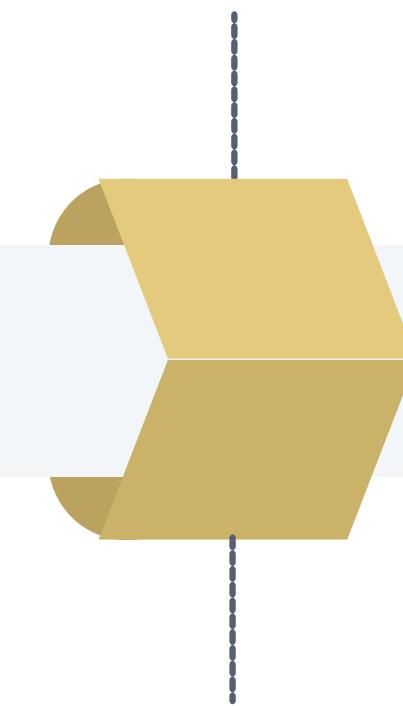
# Empowerment Across the Talent Pipeline

## Type Coach



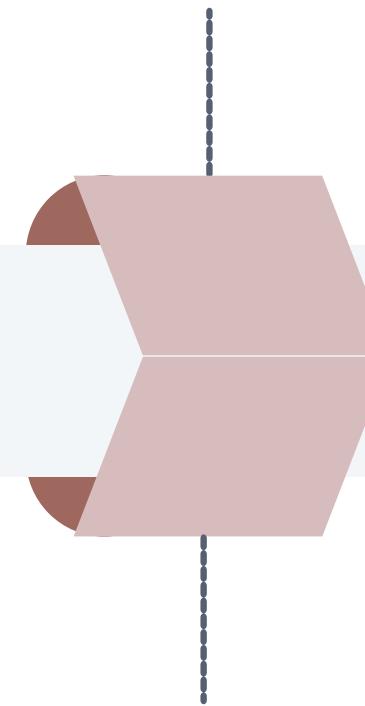
- Emotional Intelligence and Adaptive Communication Tool.

## Coaching 101 Module



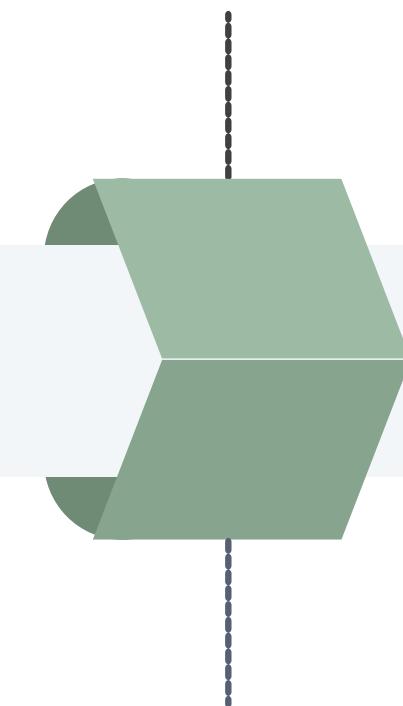
- Coaching 101 Module for the Entire Organization.

## Leadership Coaching Program



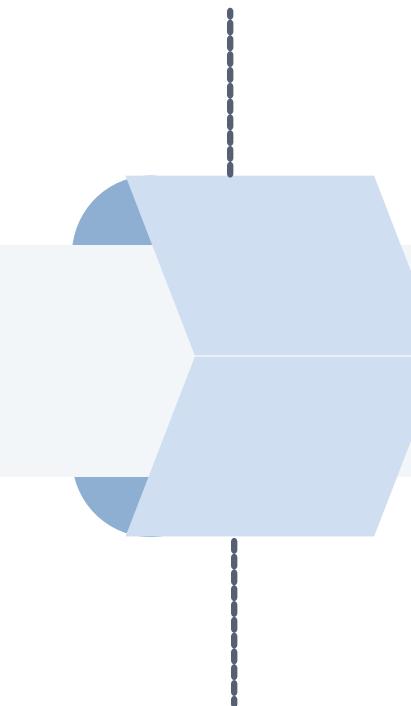
- Coach -Approach Skills Training for Supervisors and Leaders.

## Influential Leadership Engagement



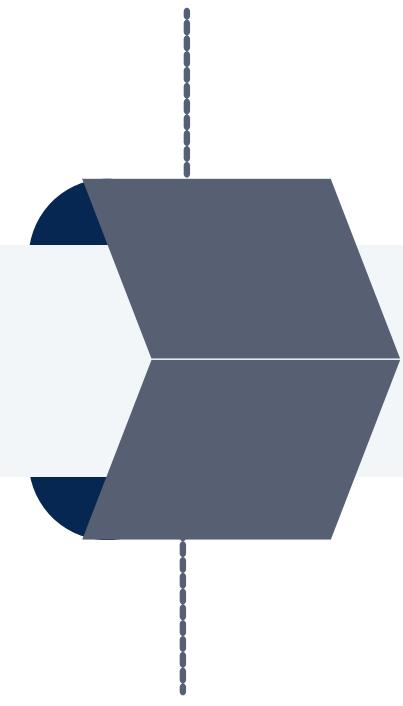
- Empowering our Influential and Executive Leaders to Contribute back to the Organization.

## One-on -One and Team Coaching



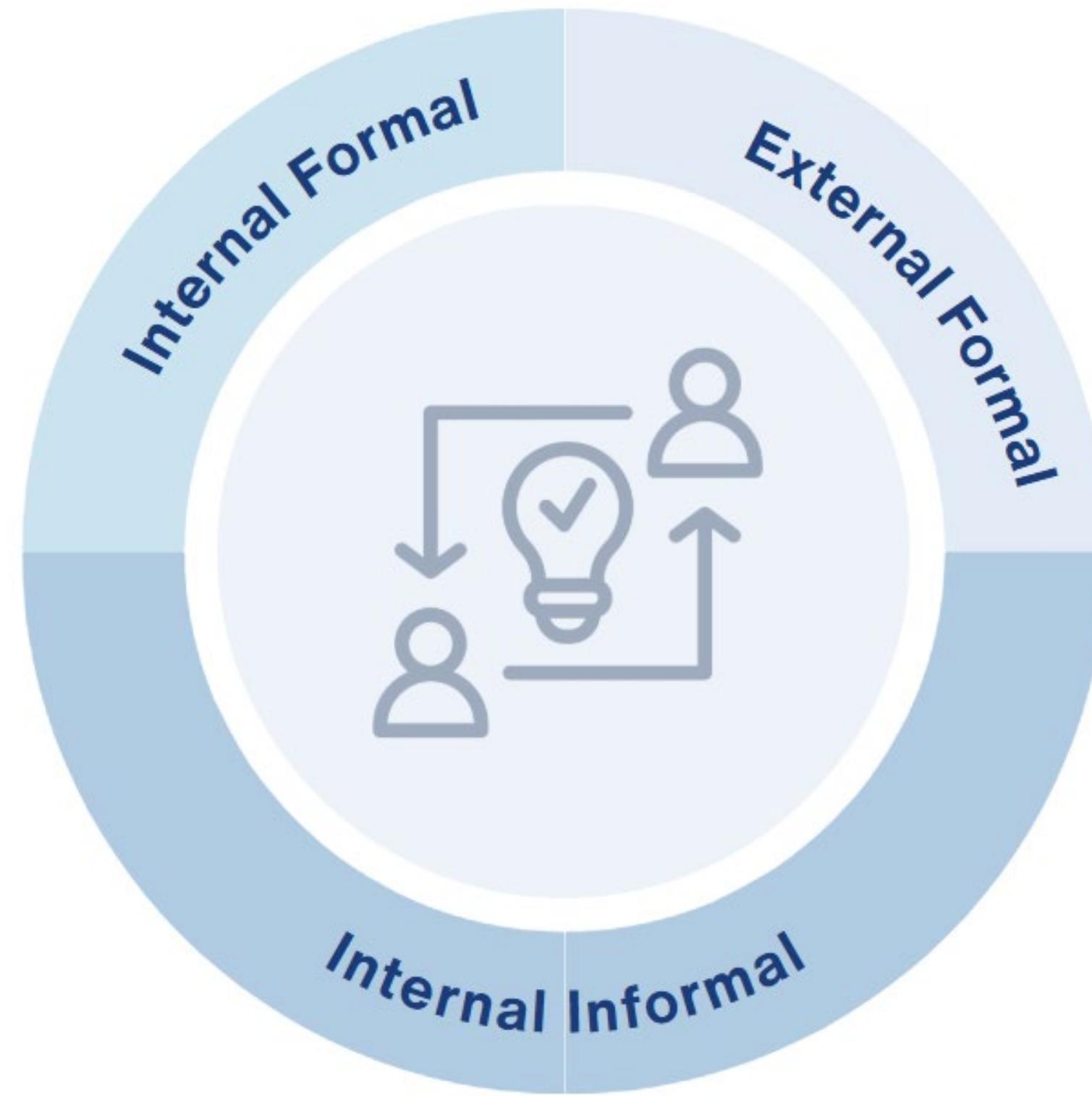
- Internal and External Coaching Opportunities.

## Coaching Circles



- Peer-led coaching circles.

# Coaching in Peel



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# Formal Coaching



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# Formal Coaching



## Fulfillment      Process Balance



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# Formal Coaching



Know      Do      Become



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# Formal Coaching



See

Do

Get



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International  
Coaching  
Federation

# Why Coaching?

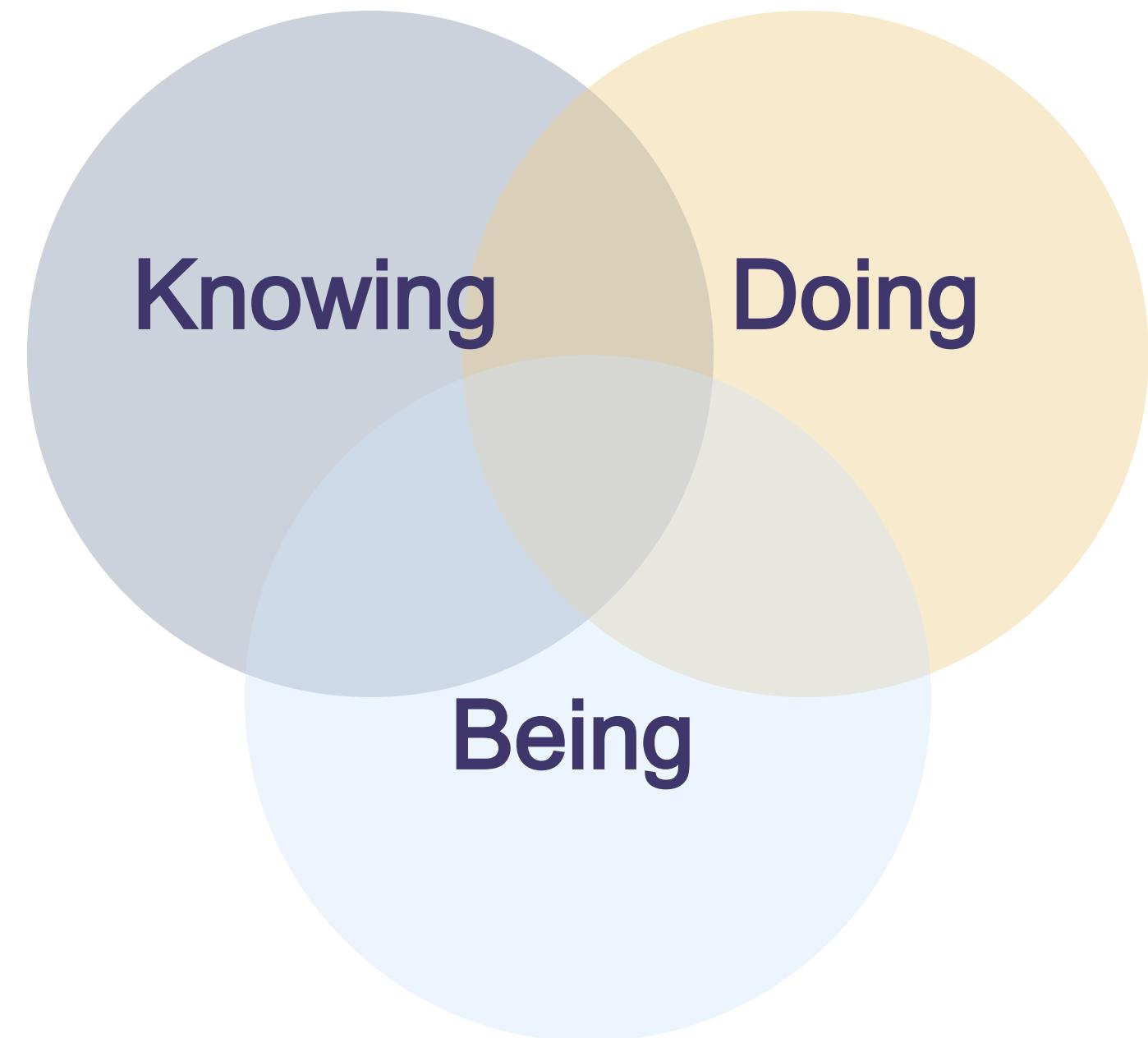


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# Where Coaching fits?



# Where Coaching fits?





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# The Human Condition



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# Human Connection



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Pair Up ... 60 seconds each question

What is your Mission for being at this conference?  
What do you hope to walk/drive/fly away with?



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Pair Up ... 60 seconds each question

M

What is your Mission for being at this conference?  
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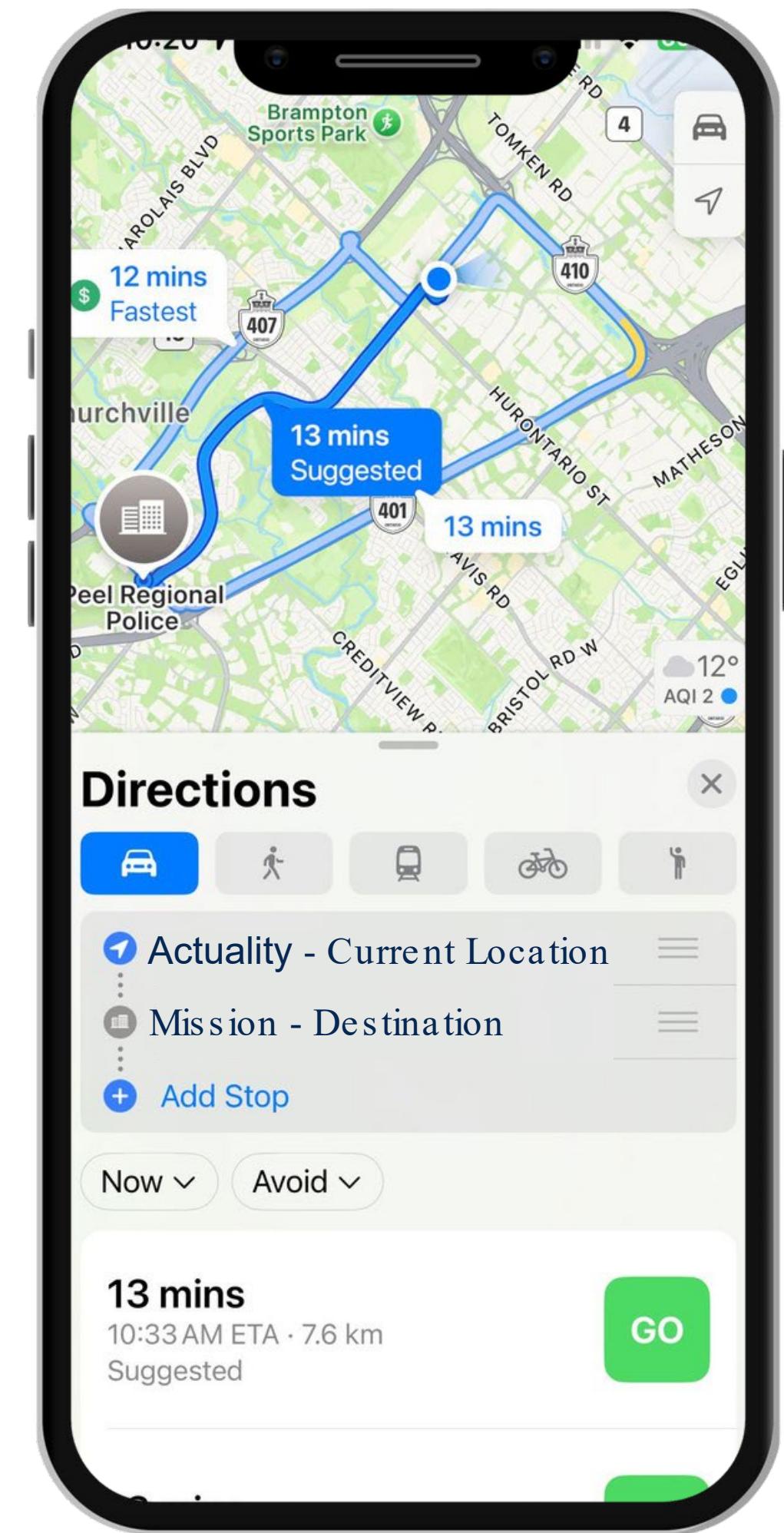
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# Mission

# Actuality

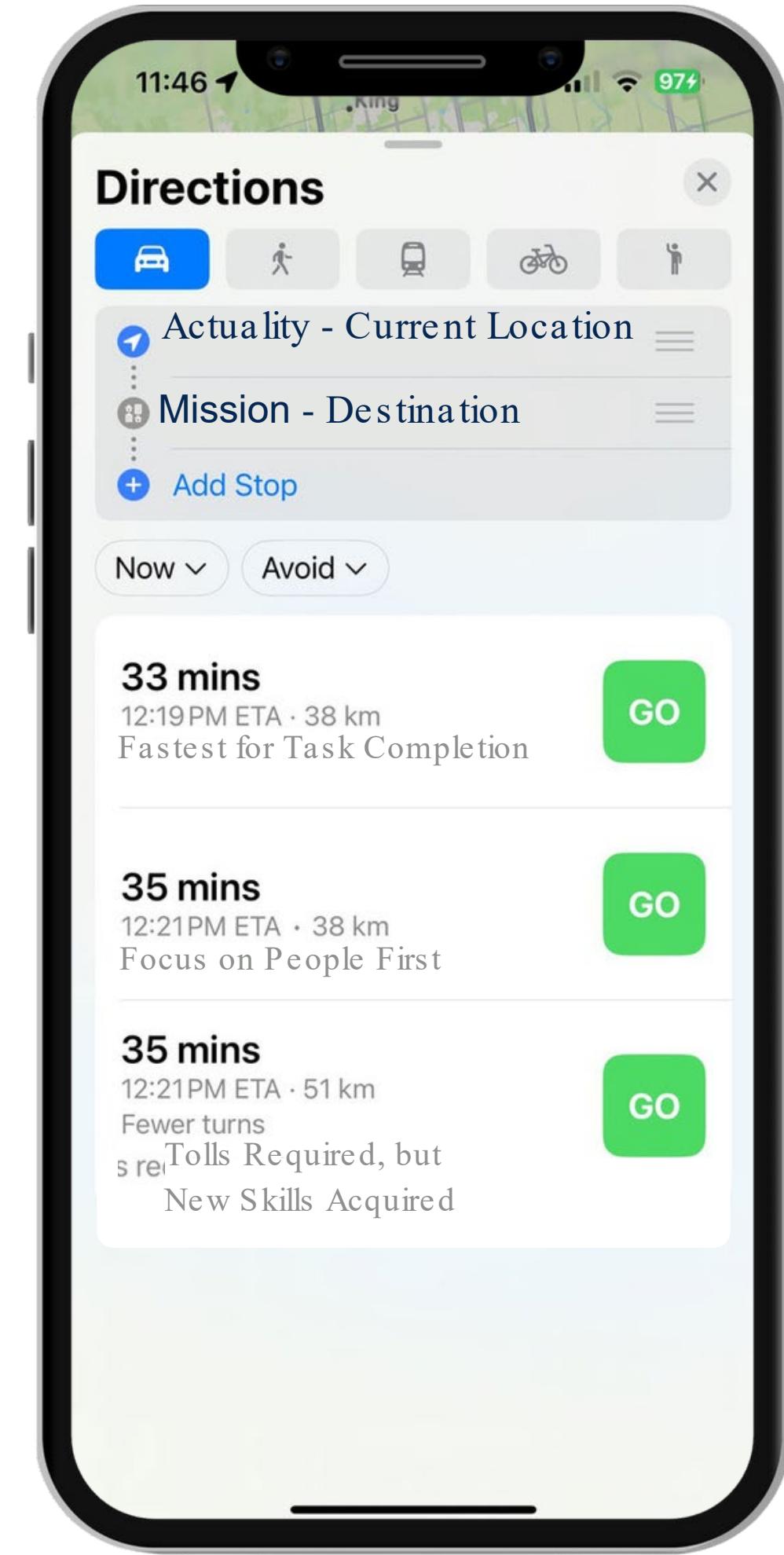




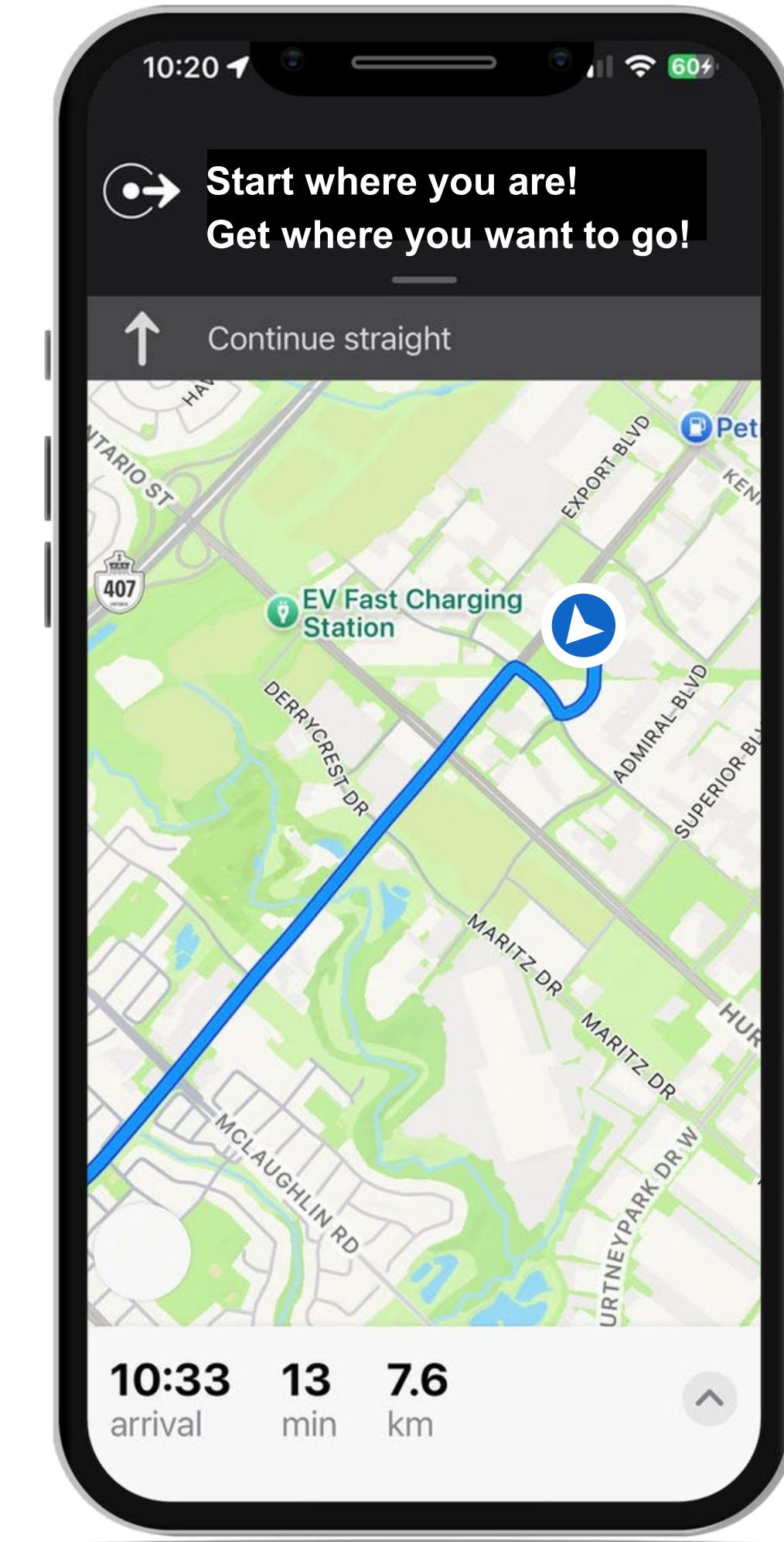
# Possibilities

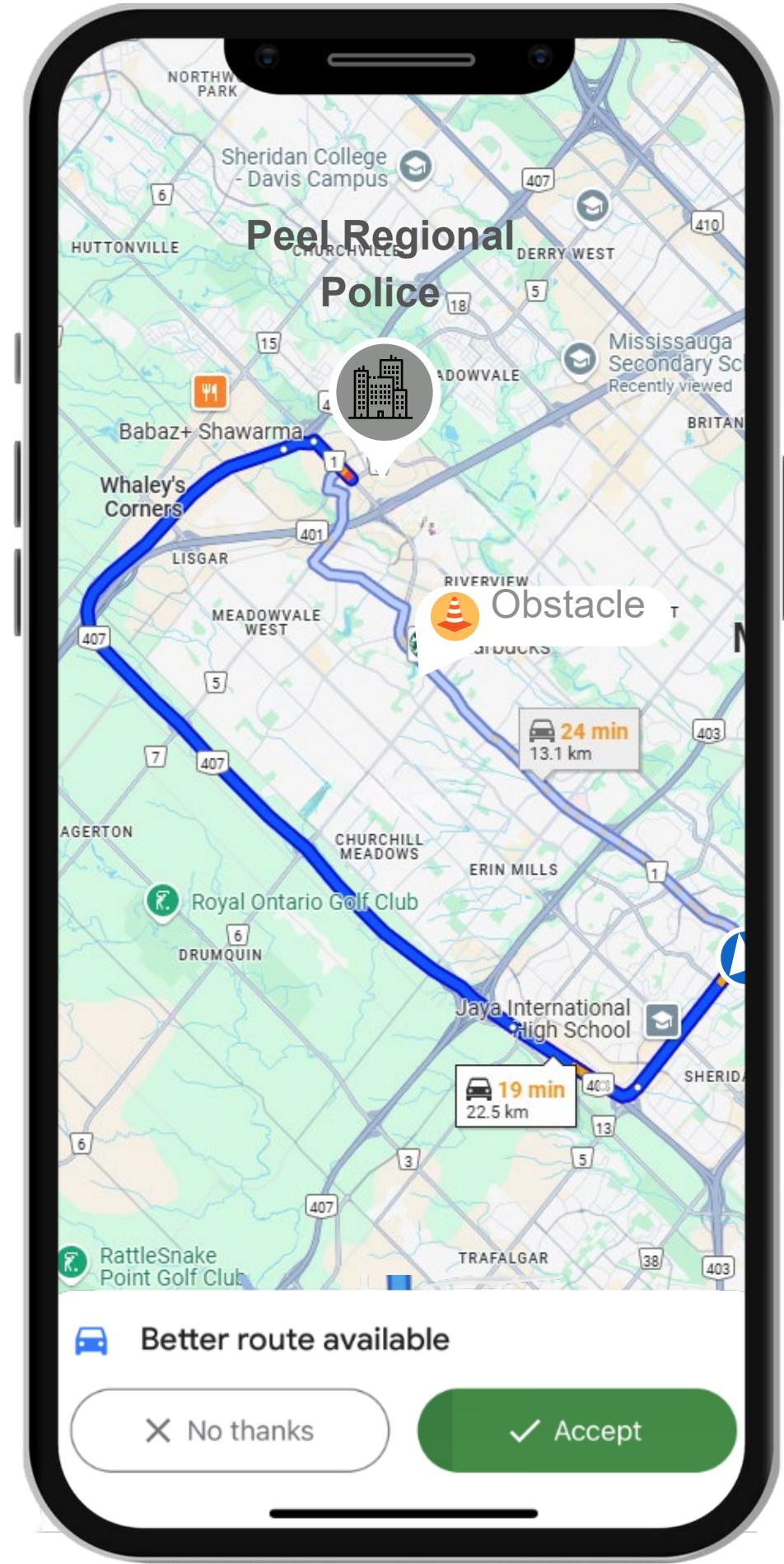
## Route - Options

# Select



Kickstart  
your  
Journey





+

# Feedback

## Updates - Obstacles

Mission

Actuality

Possibilities

Select

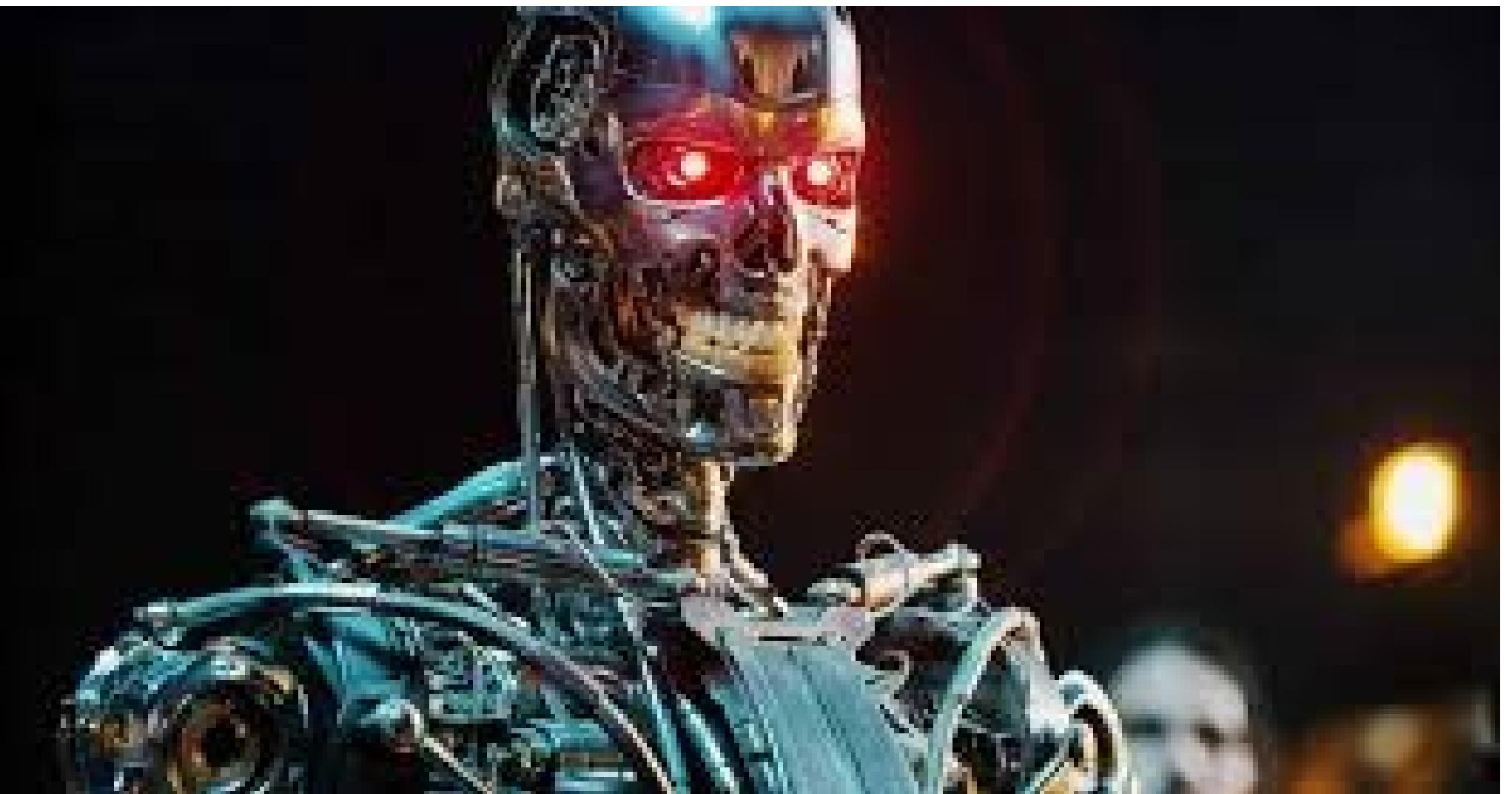
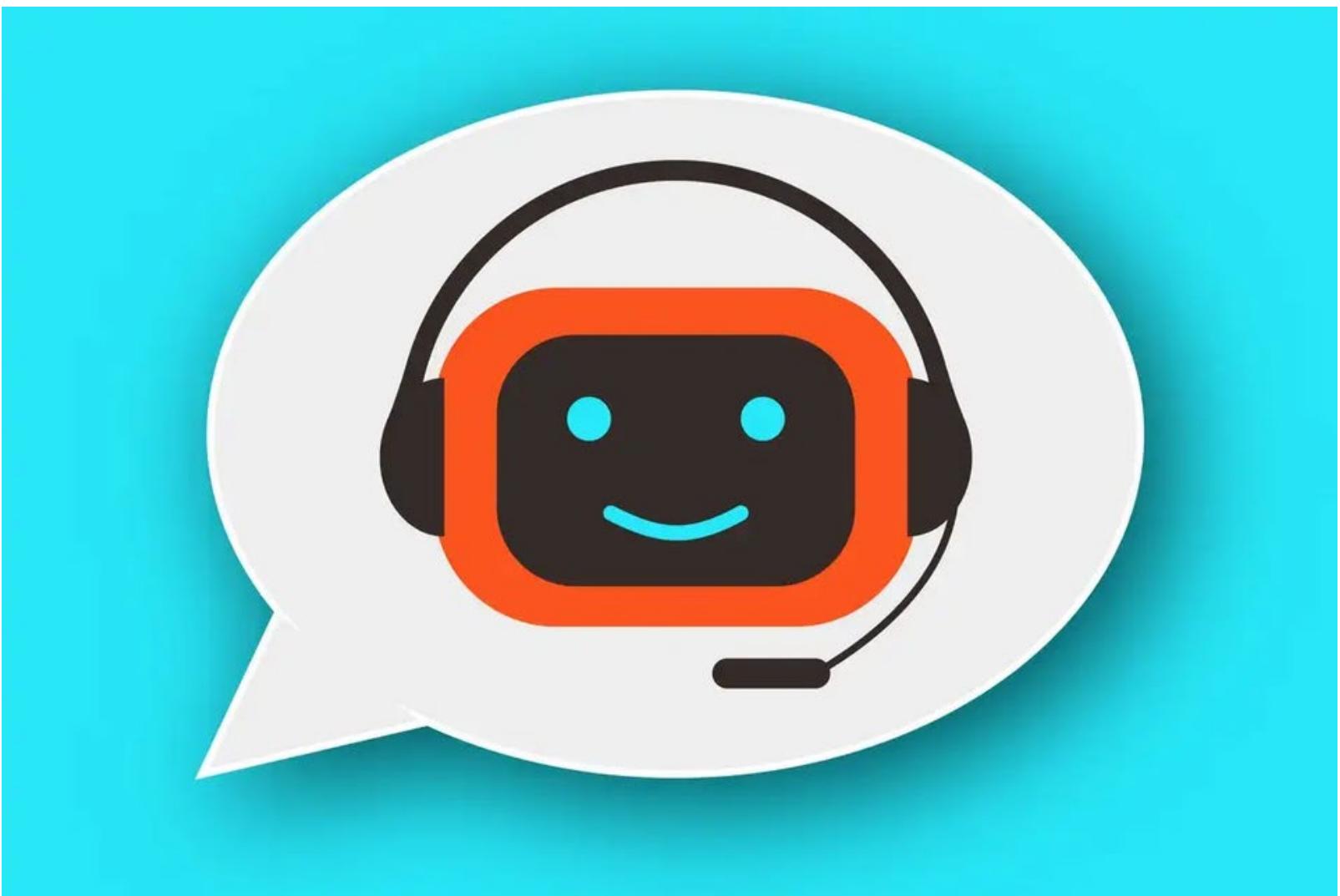
MAPS

# AI in Coaching



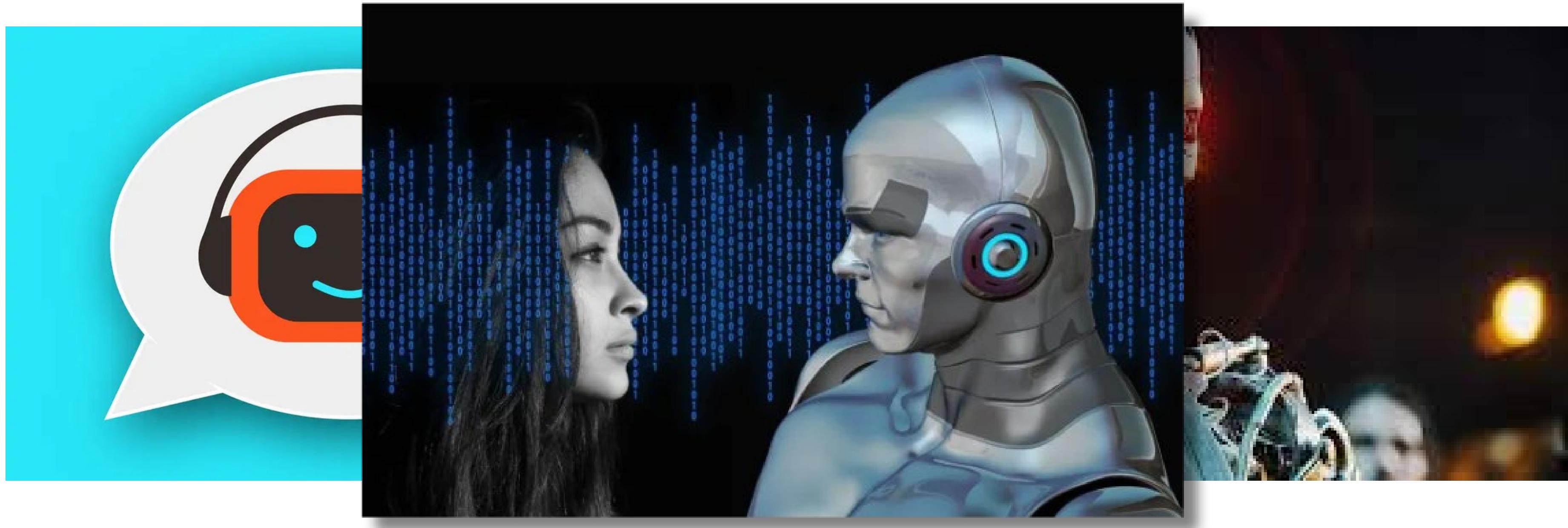
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# AI in Coaching

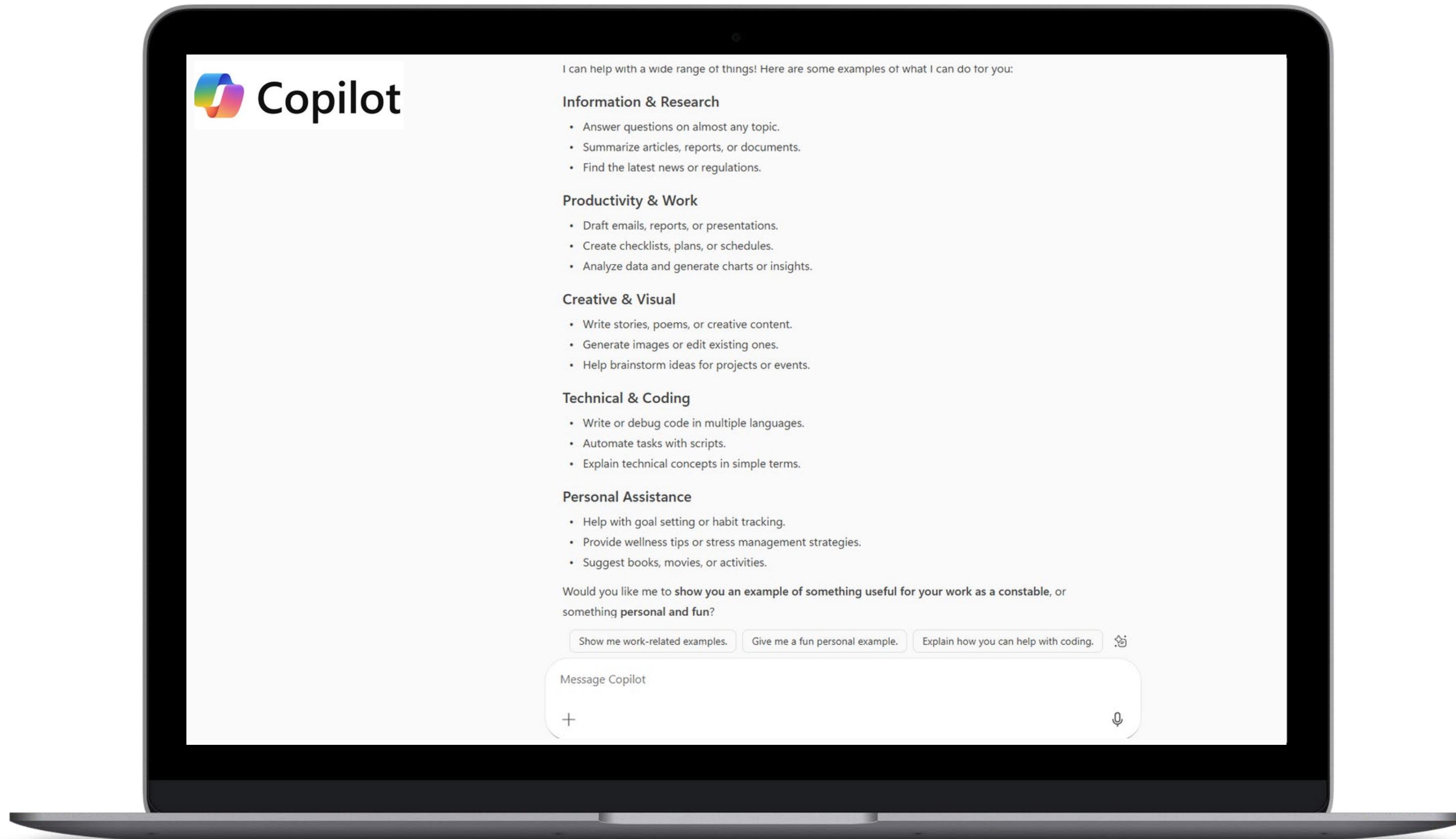


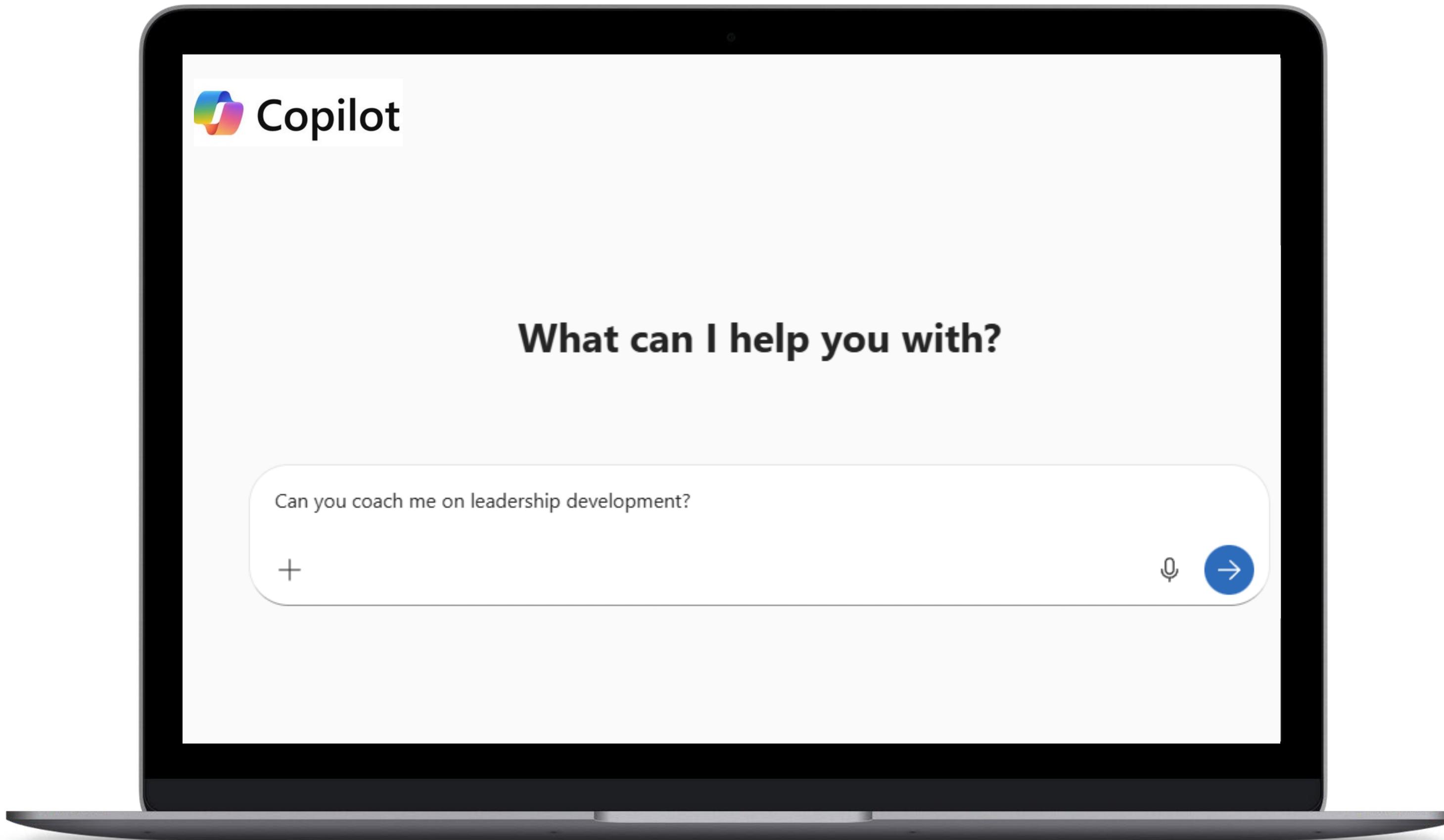
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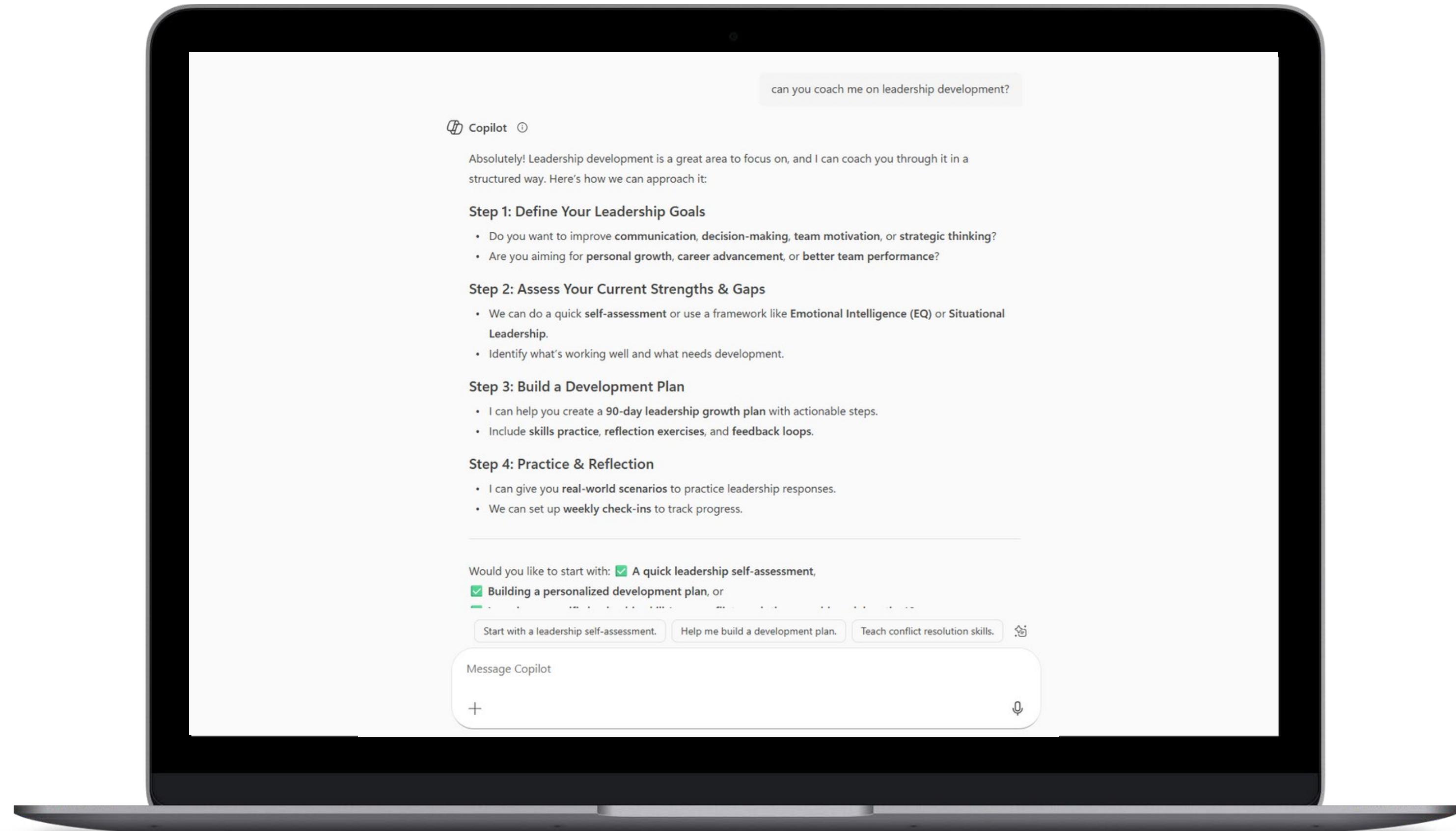
# AI in Coaching



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# AI in Coaching



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# AI in Coaching

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 Jennifer Liu

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# AI in Coaching



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# AI in Coaching



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# Coaching in Professional Development



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# Coaching in Professional Development



Councillor Santos with Peel Police Chief, Nishan Duraiappah, and the first graduating class of 47 new Police Officers in 2025 out of 300 (Photo Credit: David Delhuarry)



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# Imagine....



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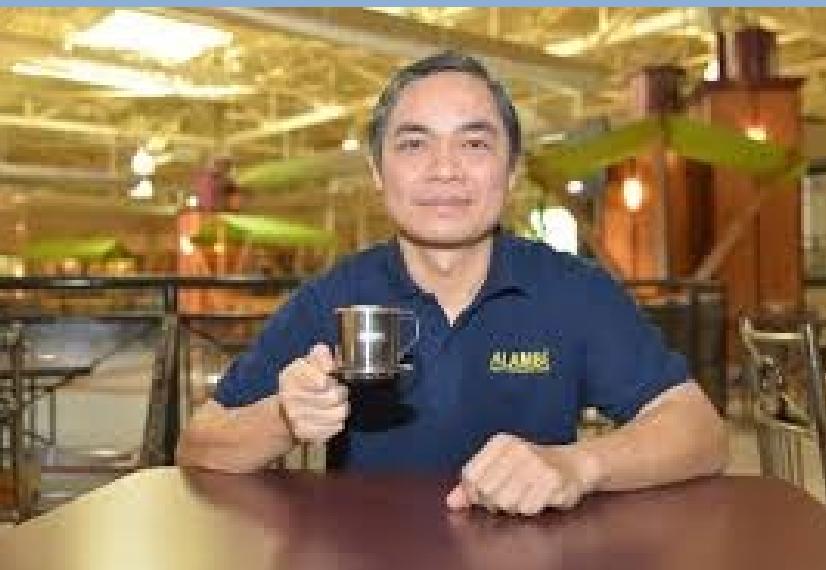
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# Imagine...



**Emerging Trends,  
Stronger Partnerships**

# Mission – Actuality – Possibilities - Select!!



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Be Well  
Lead Well

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