



# COACHING FOR IMPACT

## Re-Imagining Professional Development in Policing

**STANH**  **PE2025**  
Emerging Trends, Stronger Partnerships:  
Advancing Police Professional Development across Canada

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



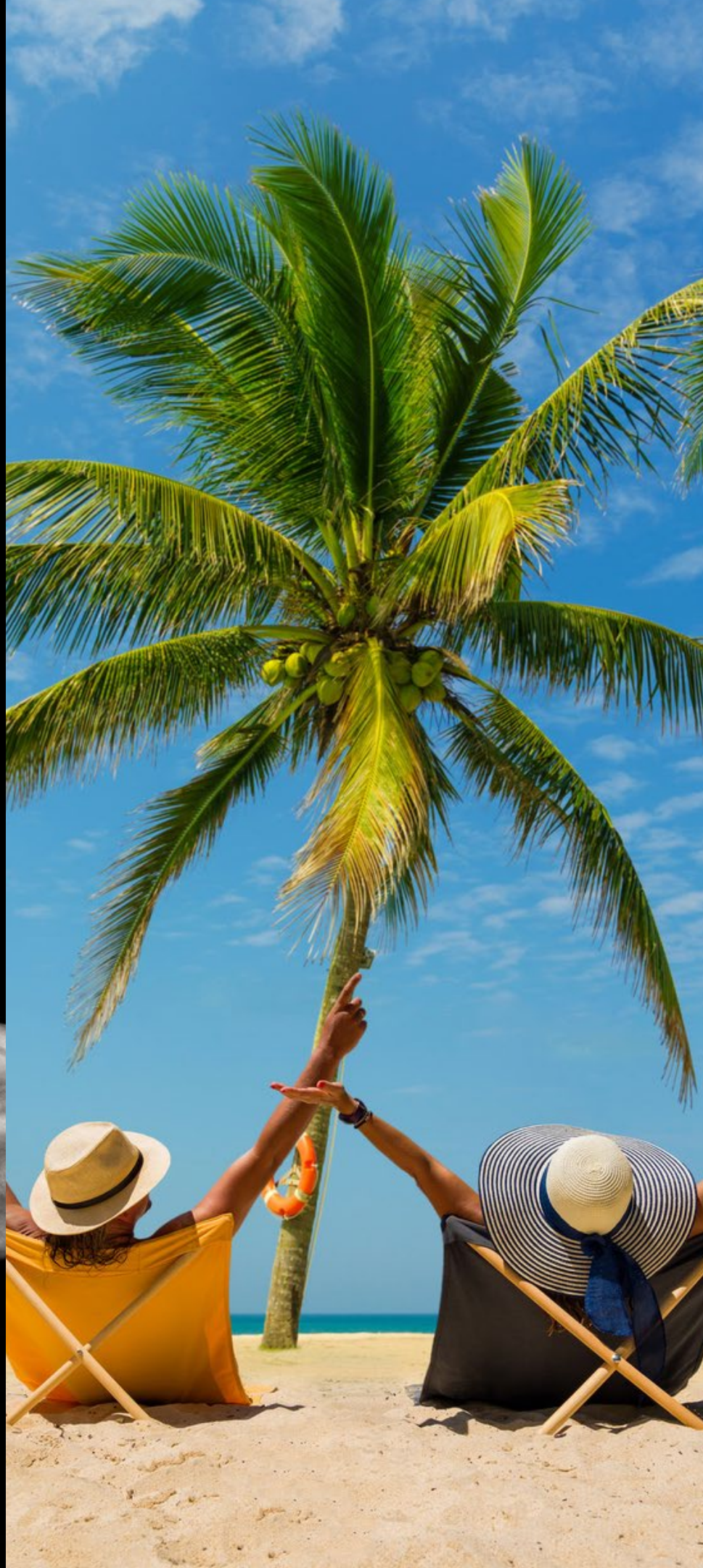
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1



7



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

1      2      3      4      5      6      7



1= None Whatsoever

7= Probably a little too much

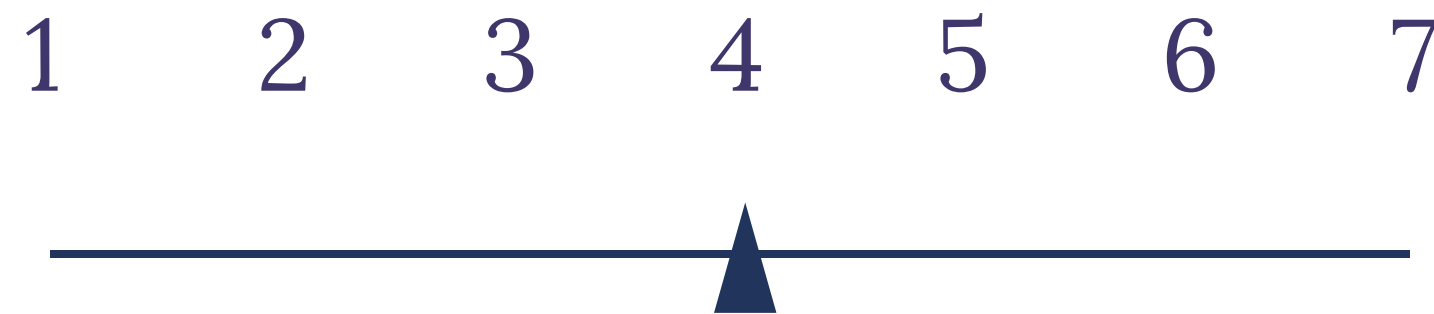


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# How much do you care about other people's experience?



! Those people here now and those back at home base



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1



7



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1



7



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1



7



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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



The only constant is change!



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The only constant is change!  
True or False



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Volatility  
Uncertainty  
Complexity  
Ambiguity



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# Vision Understanding Courage Adaptability 2.0



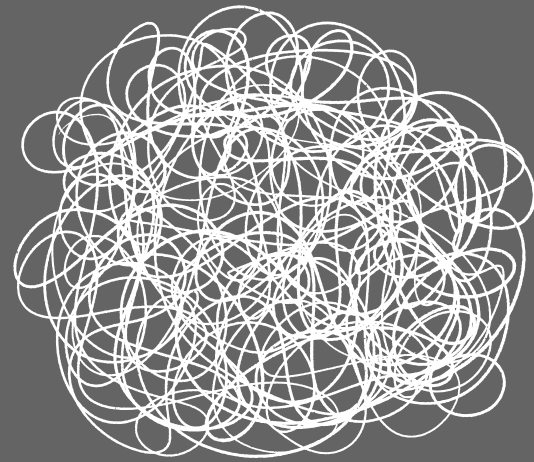
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# BANI World



**B**rittle



**A**nxious



**N**on-linear



**I**ncomprehensible



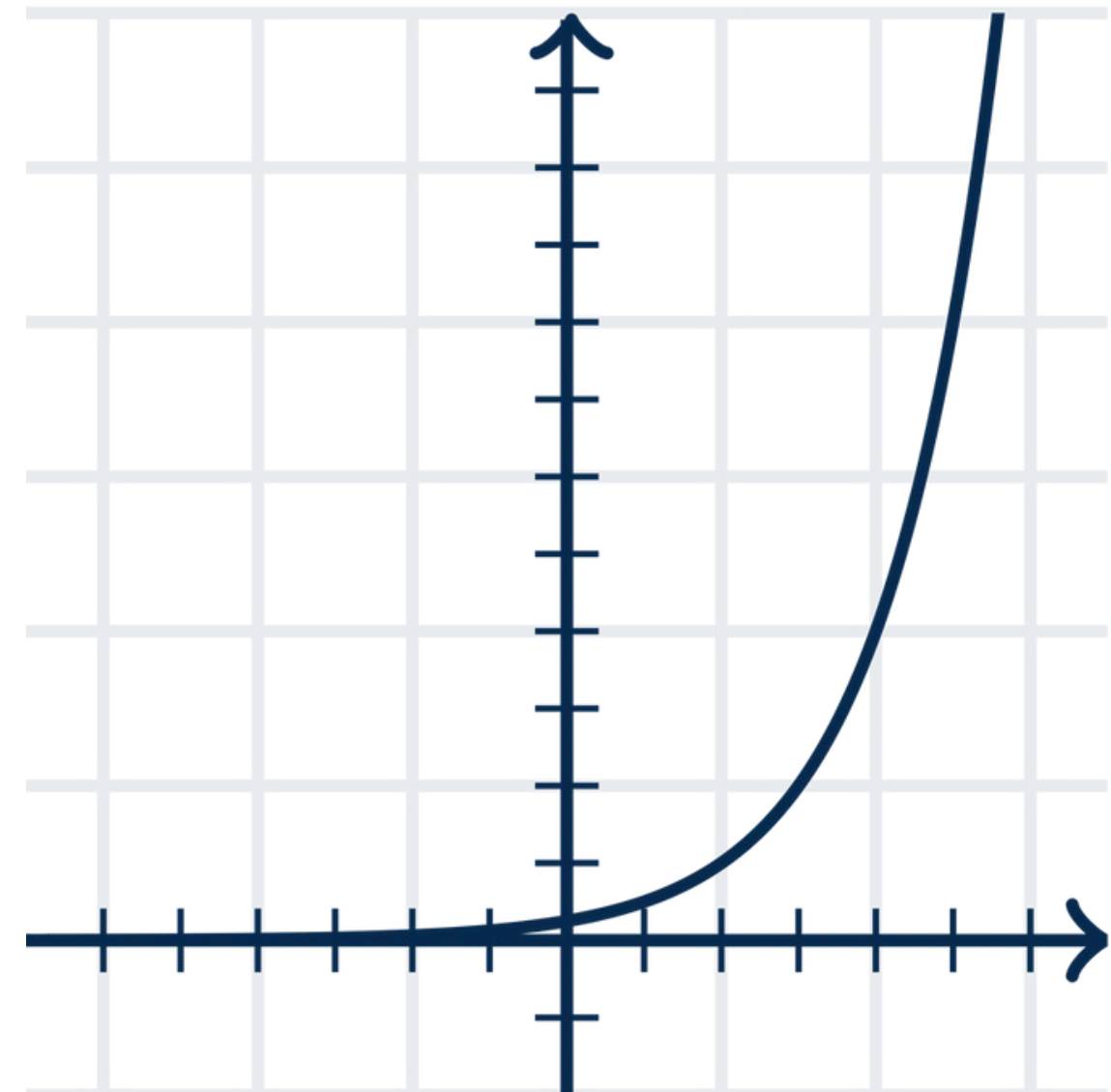
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# Change 2025

## Current Actuality



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# Change



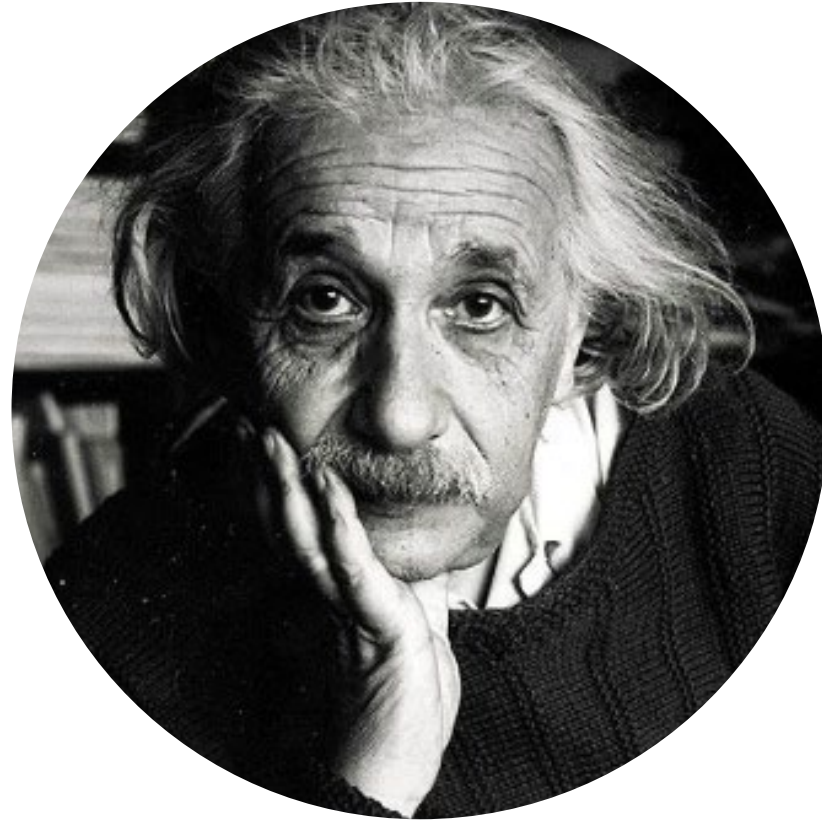
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————— “ —————

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.

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



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# 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

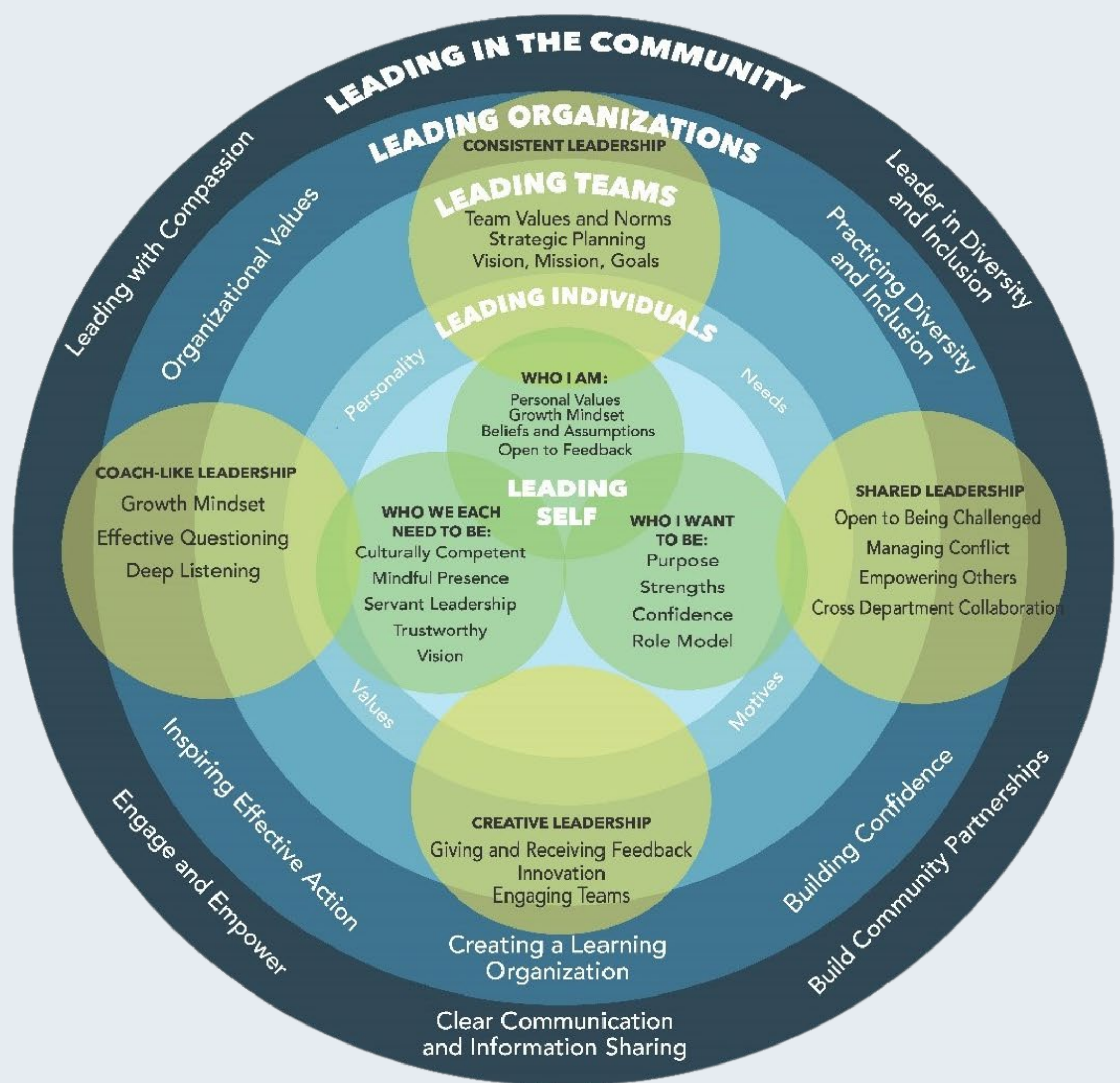


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# Inside – Out Model







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# Service Excellence



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# Leadership Development

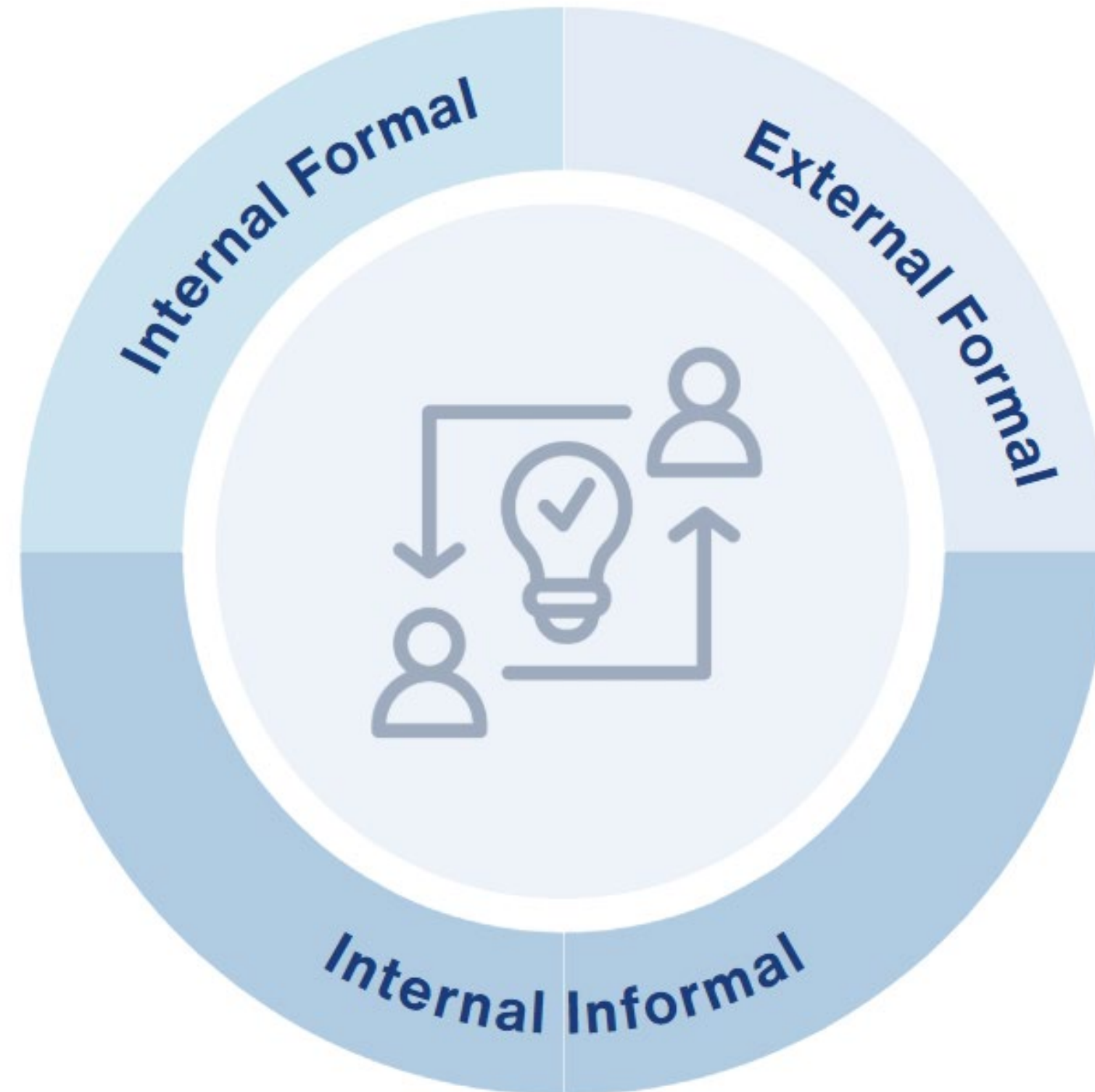
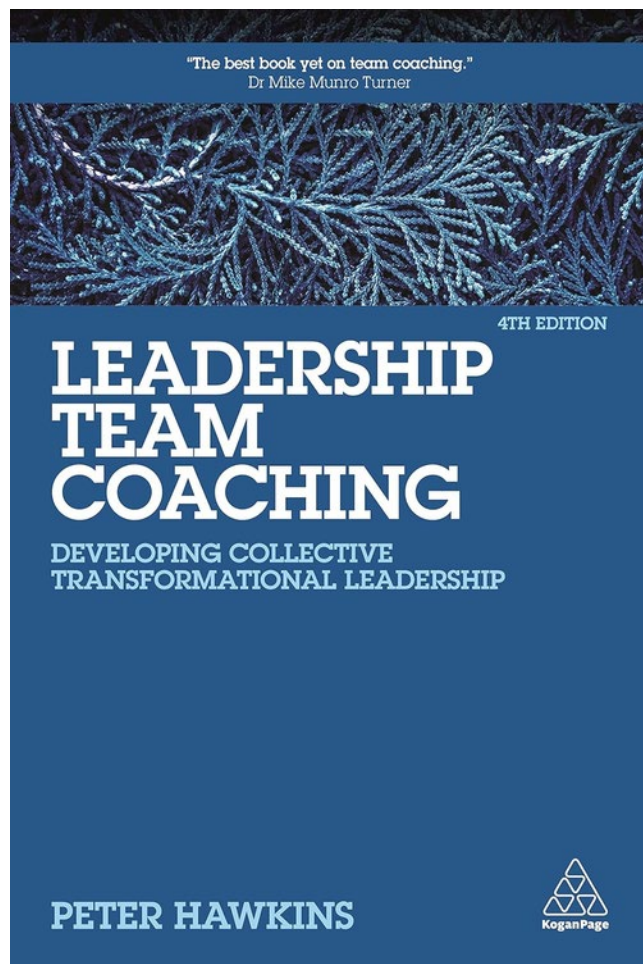
...because one size does not fit all...



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# Coaching in Peel



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# 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



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# Coaching



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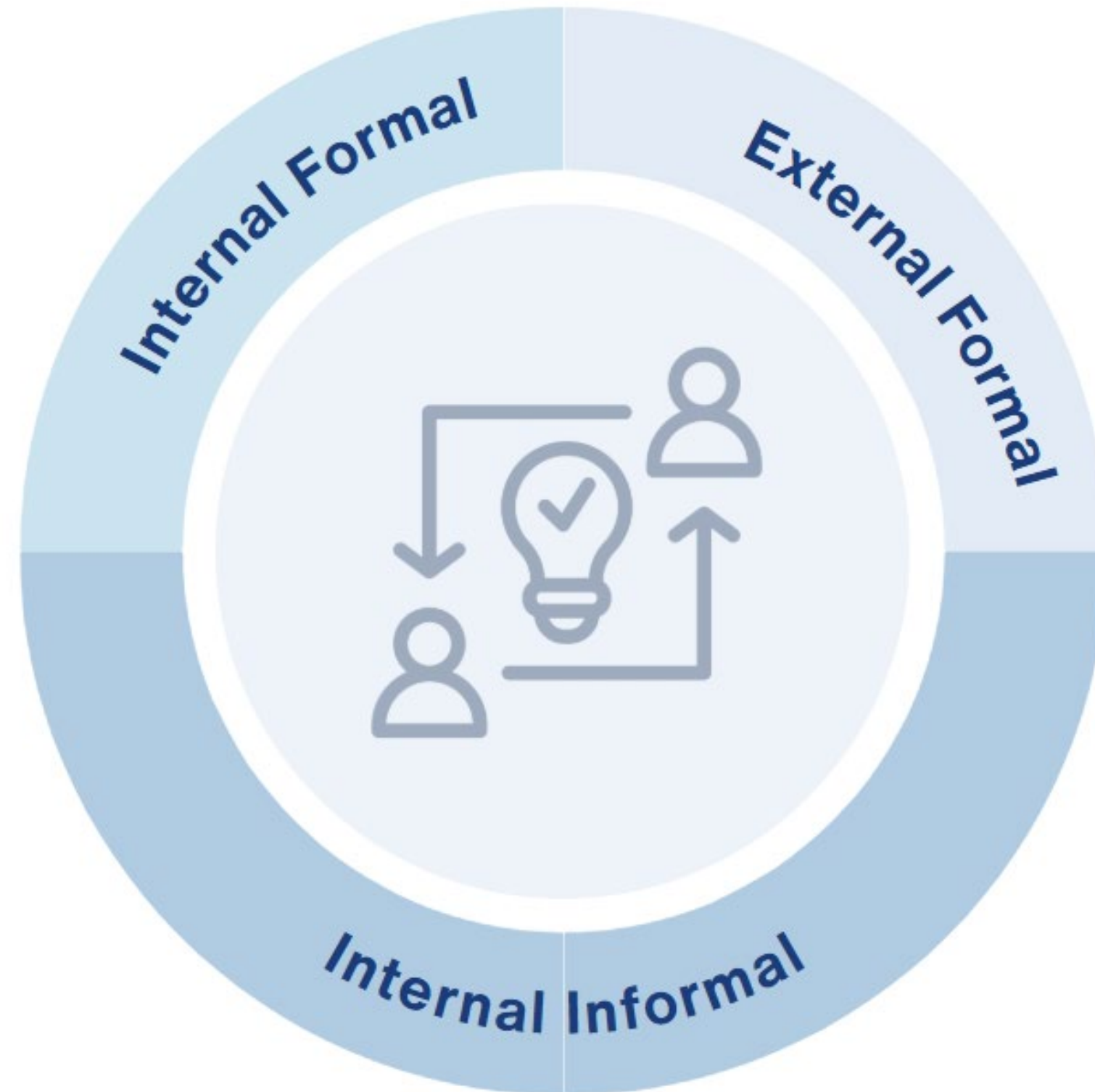
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# Empowerment Across the Talent Pipeline





# 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?

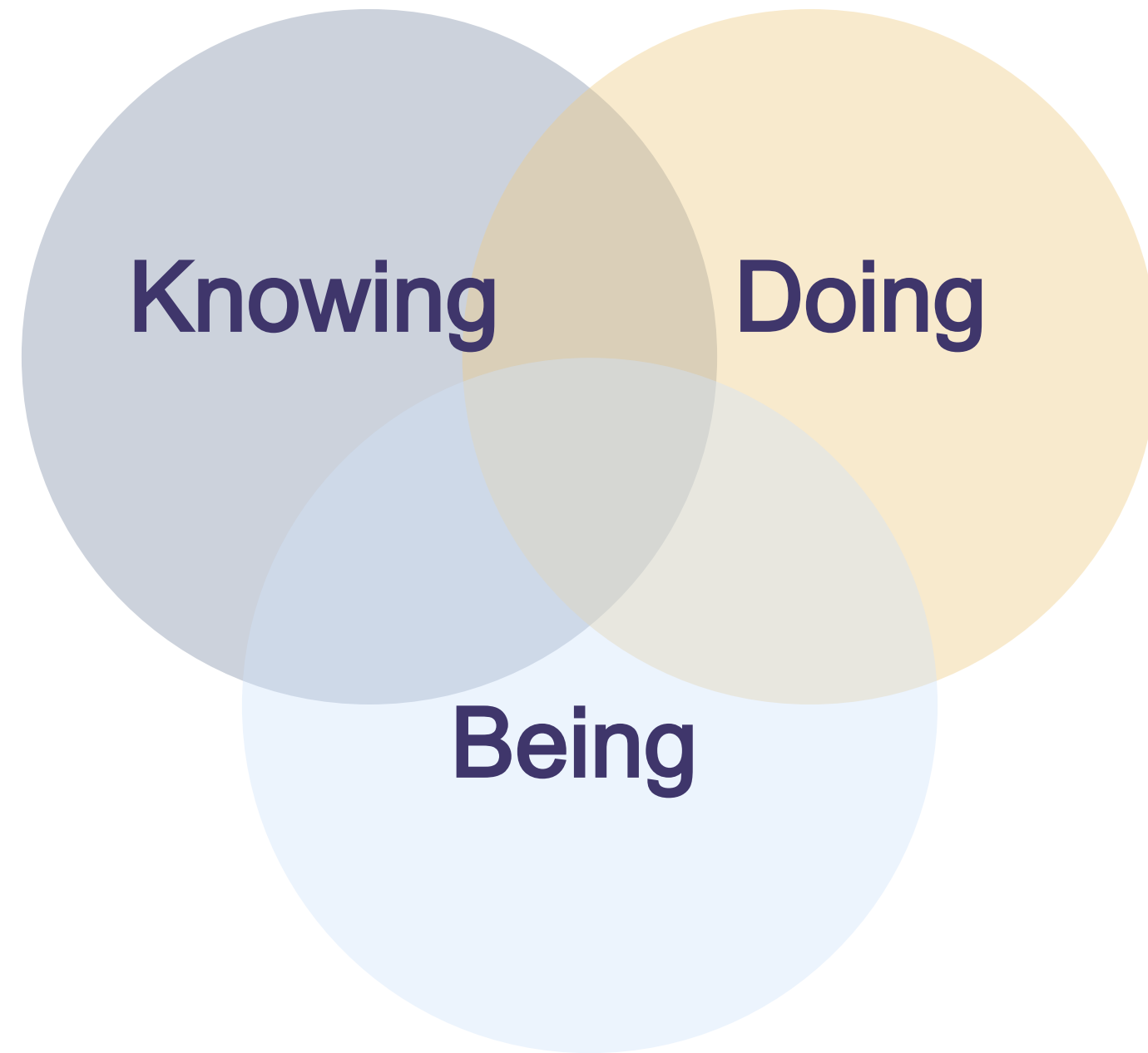


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# Where Coaching fits?



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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

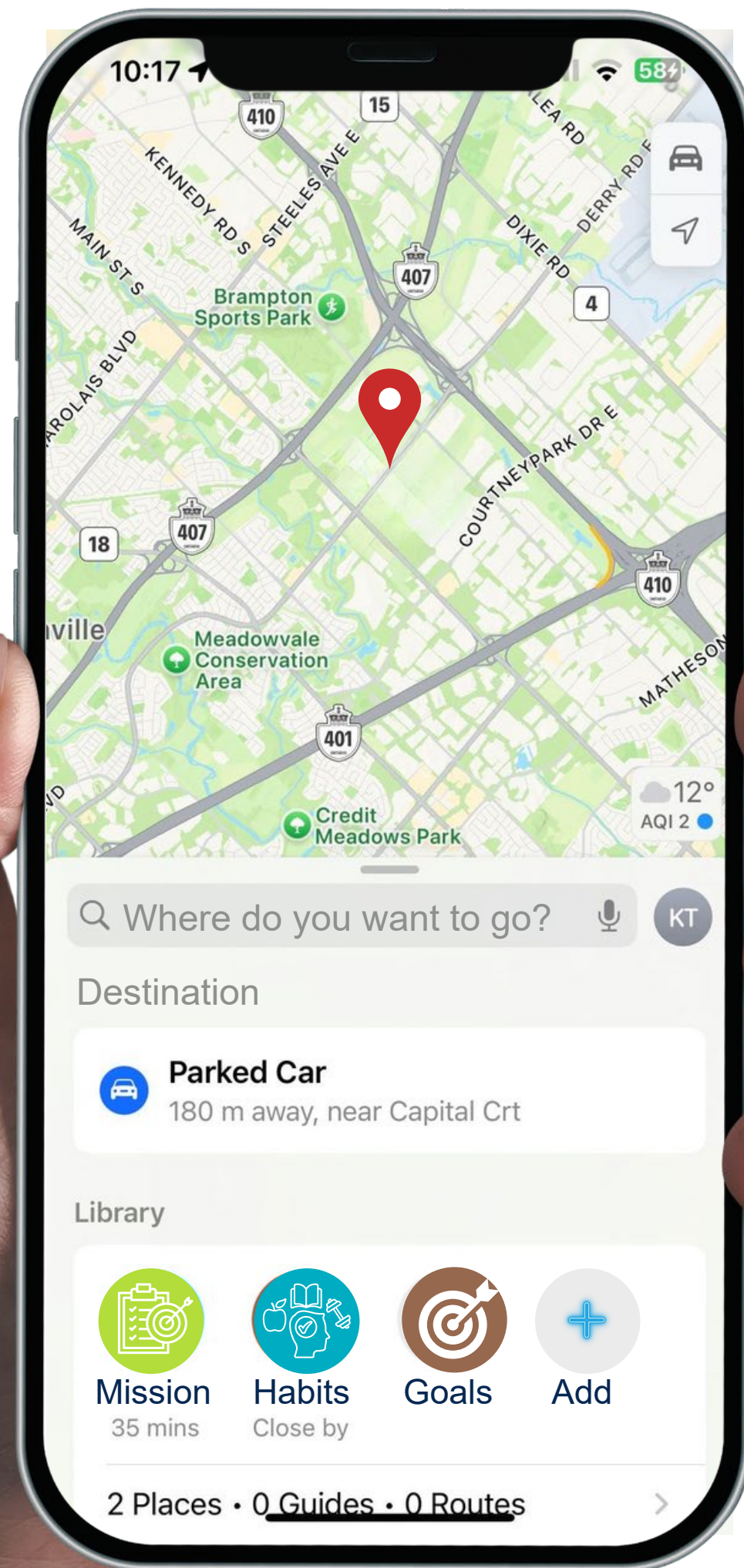
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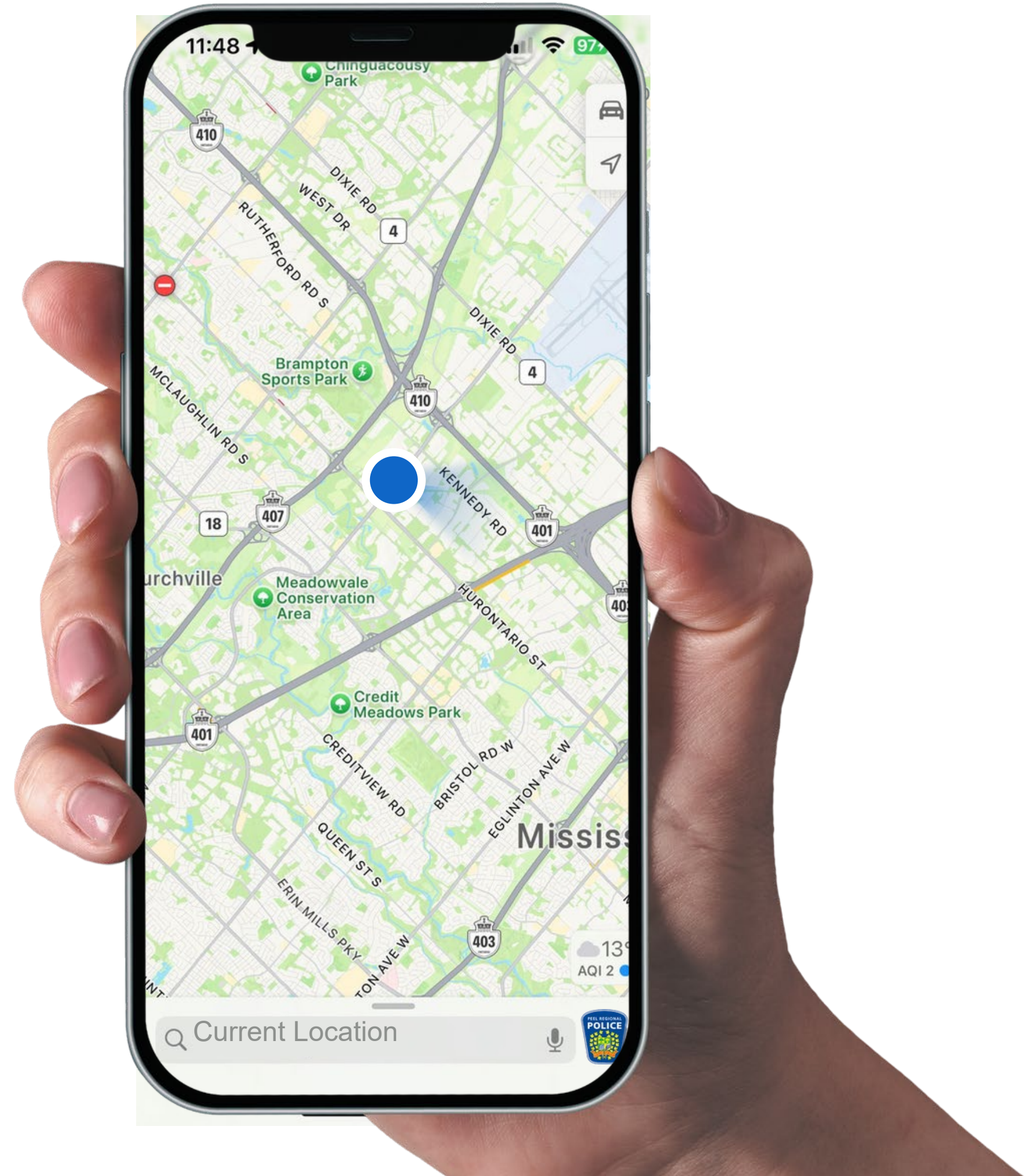




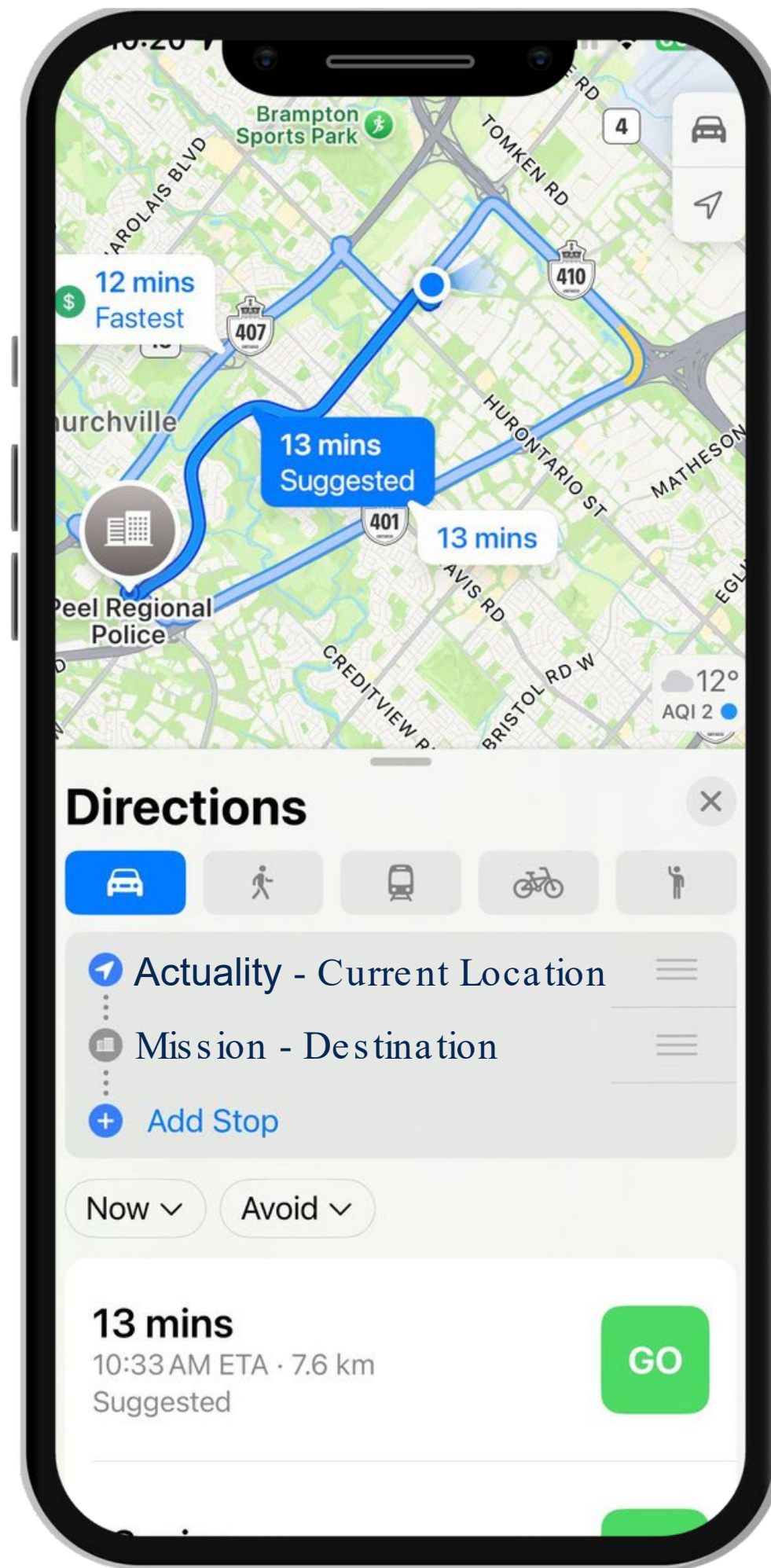
# Mission



# Actuality



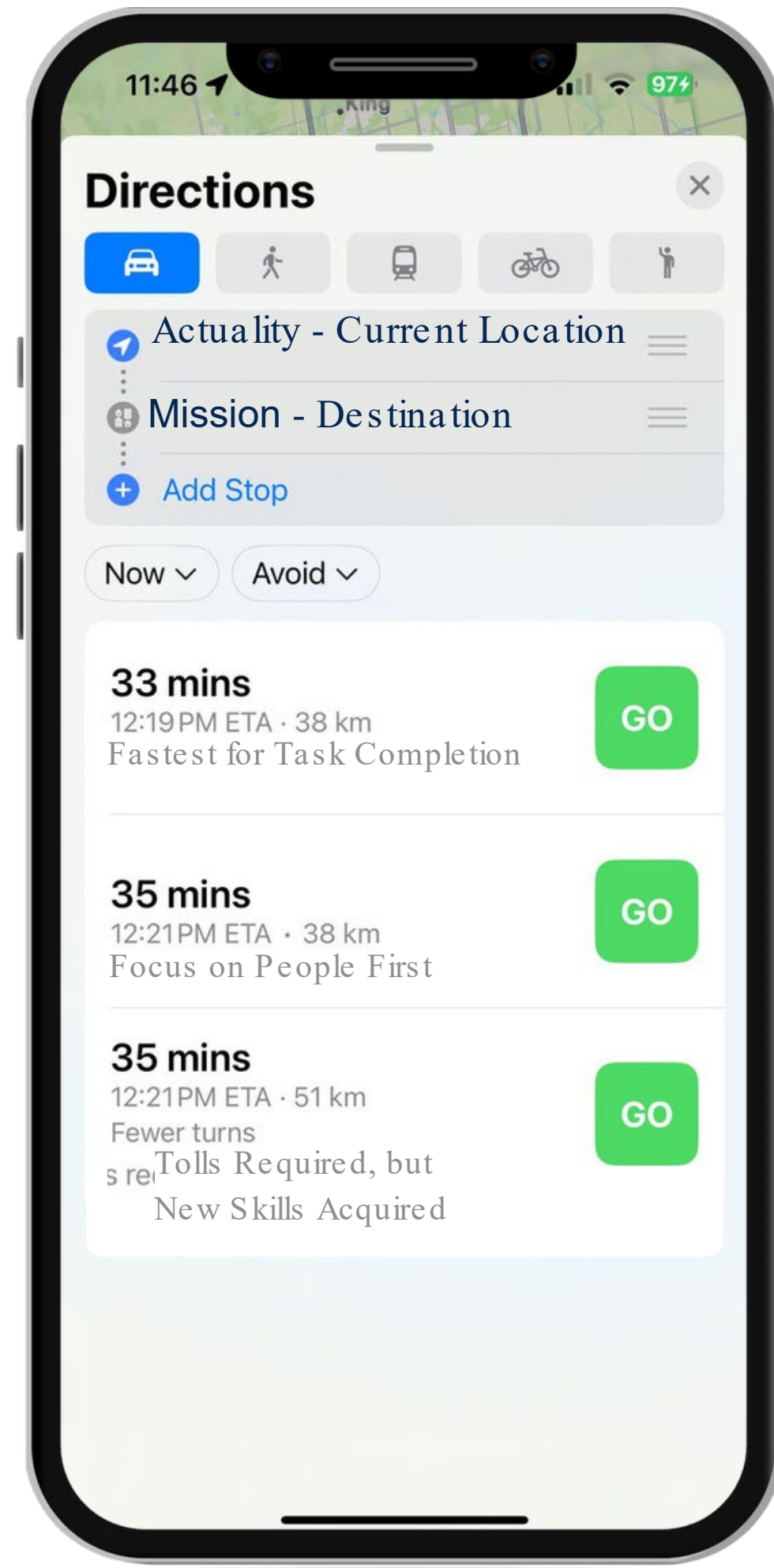




# Possibilities

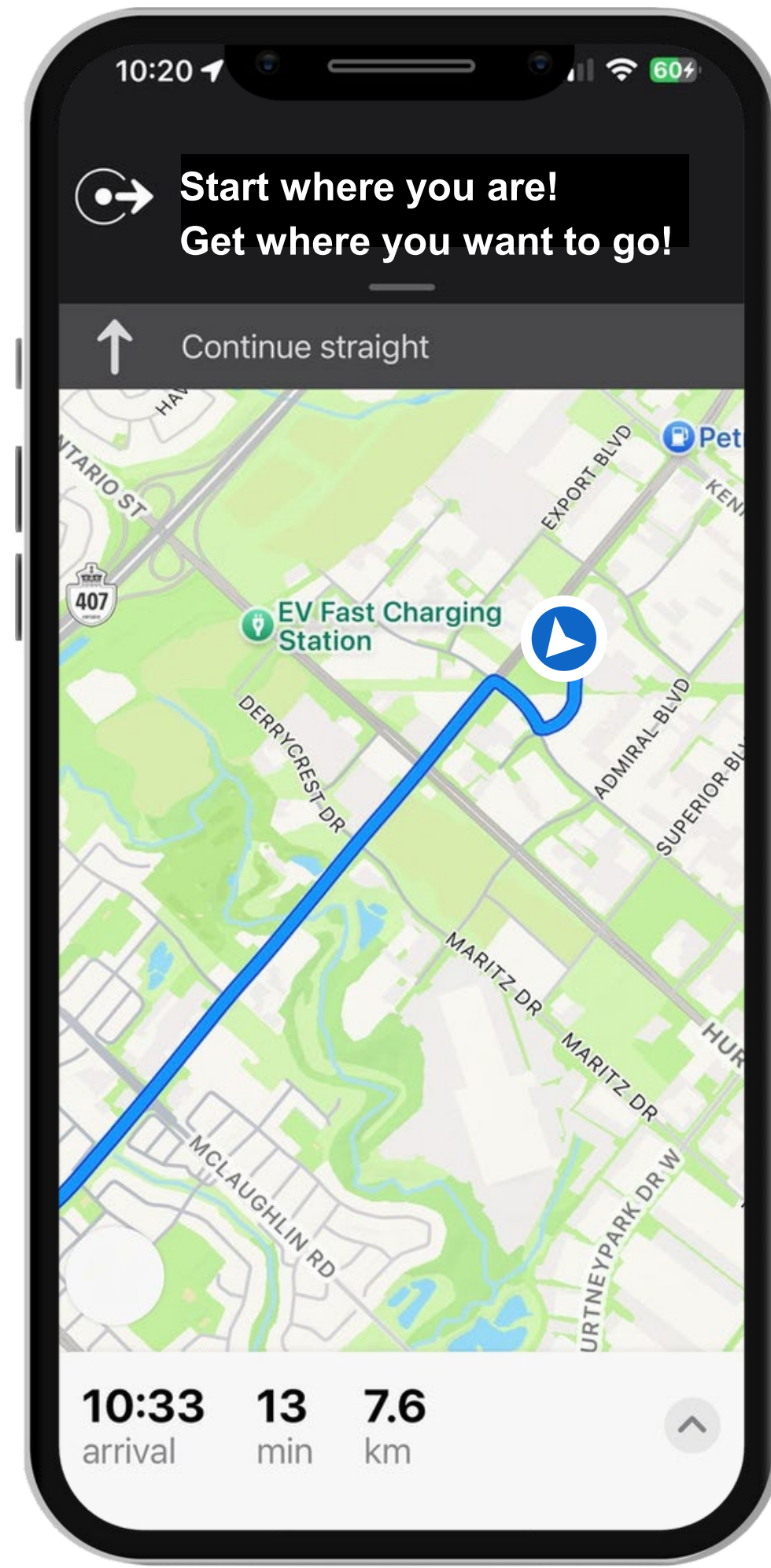
## Route - Options

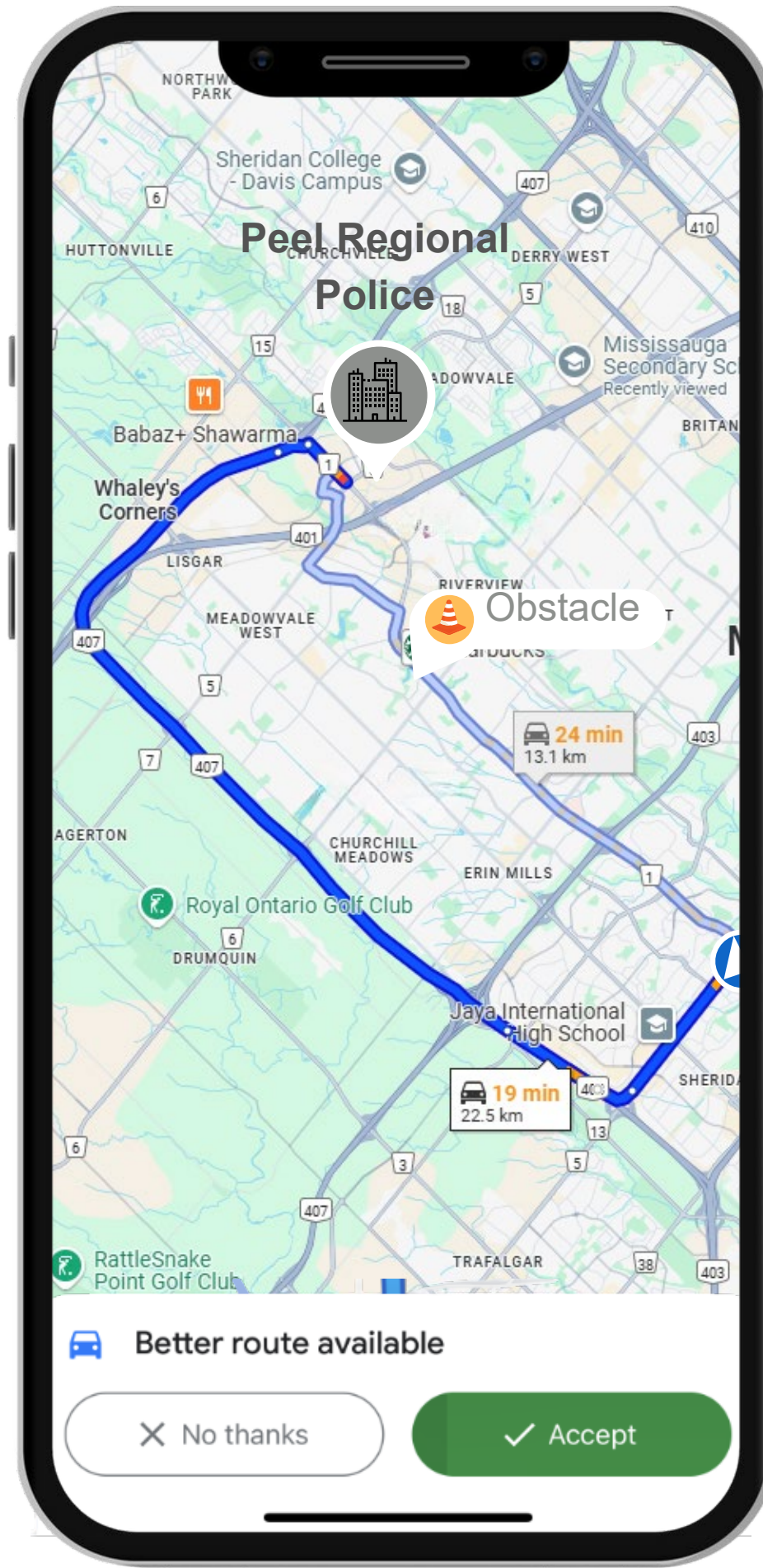
# Select





# Kickstart your Journey





+

# Feedback

## Updates - Obstacles



Mission

Actuality

Possibilities

Select

MAPS

# AI in Coaching

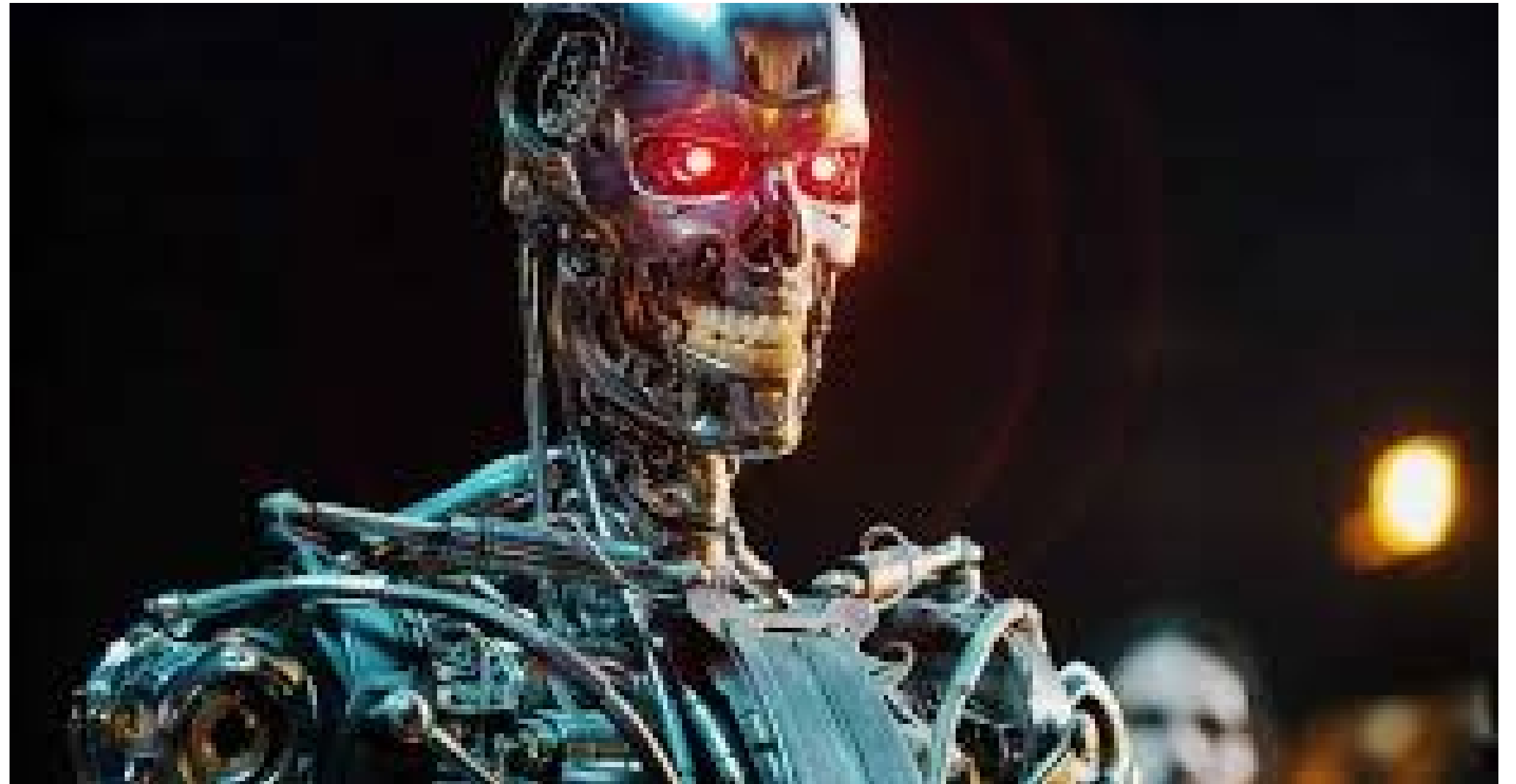
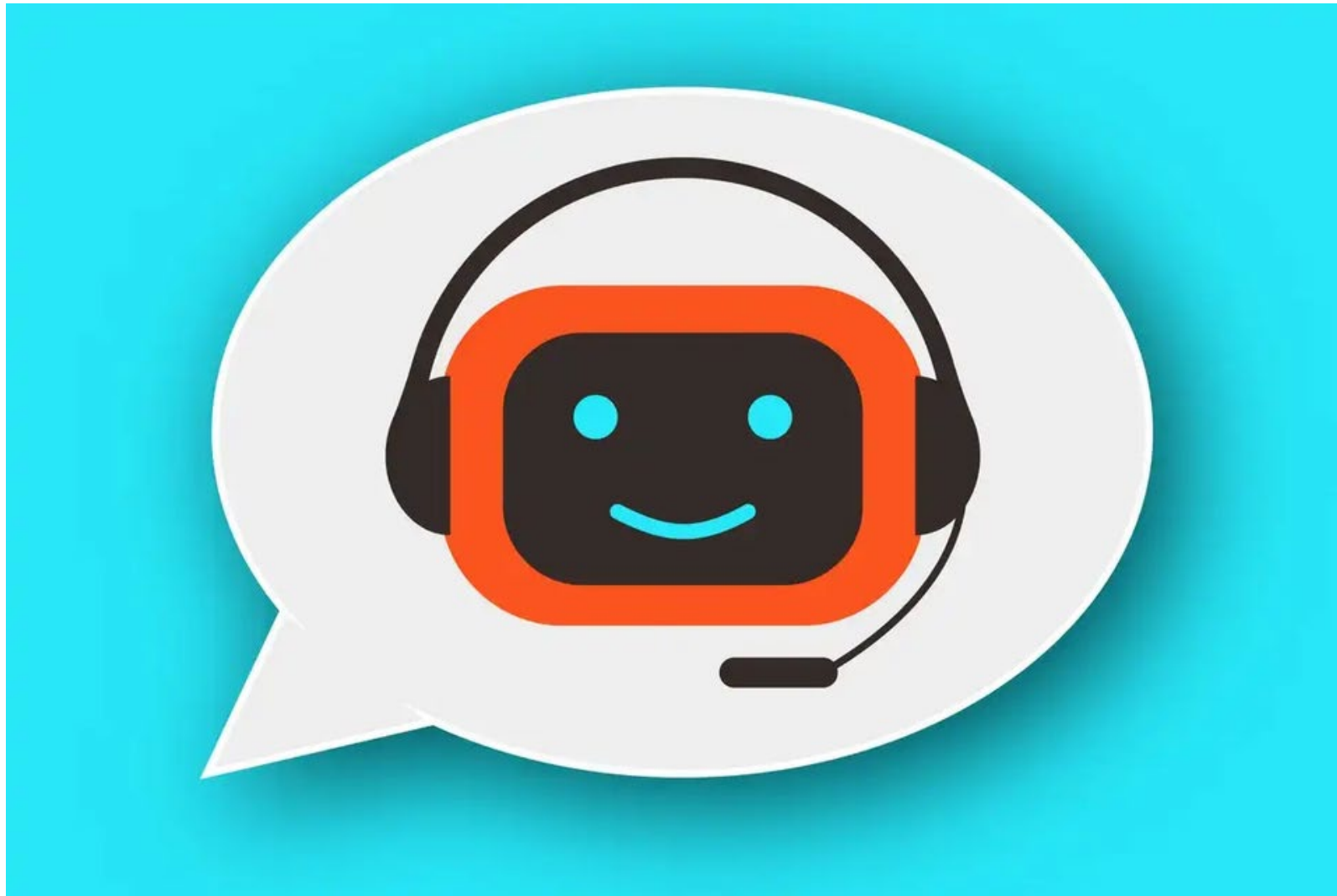


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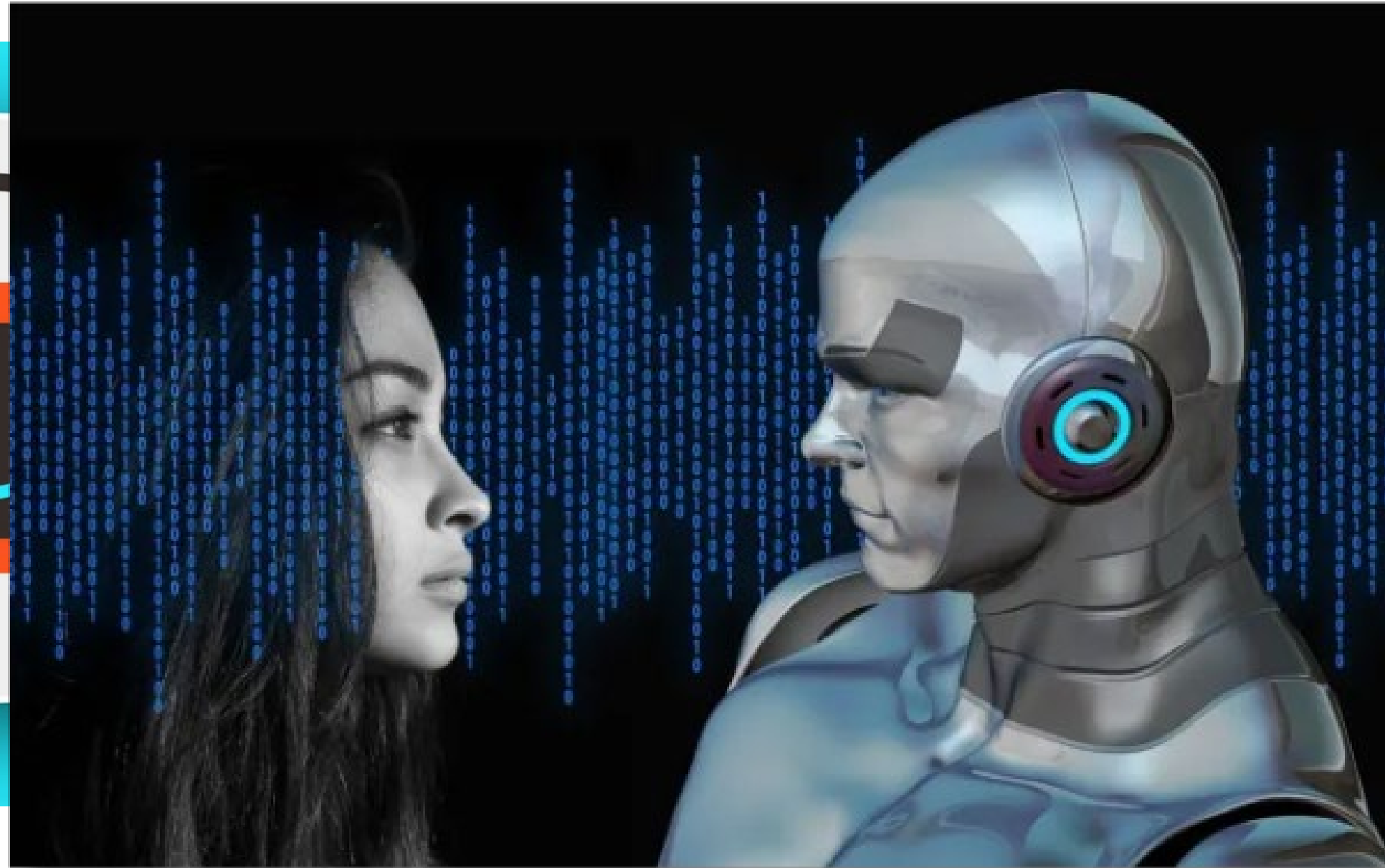
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# AI in Coaching



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I can help with a wide range of things! Here are some examples of what I can do for you:

#### Information & Research

- Answer questions on almost any topic.
- Summarize articles, reports, or documents.
- Find the latest news or regulations.

#### Productivity & Work

- Draft emails, reports, or presentations.
- Create checklists, plans, or schedules.
- Analyze data and generate charts or insights.

#### Creative & Visual

- Write stories, poems, or creative content.
- Generate images or edit existing ones.
- Help brainstorm ideas for projects or events.

#### Technical & Coding

- Write or debug code in multiple languages.
- Automate tasks with scripts.
- Explain technical concepts in simple terms.

#### Personal Assistance

- Help with goal setting or habit tracking.
- Provide wellness tips or stress management strategies.
- Suggest books, movies, or activities.

Would you like me to **show you an example of something useful for your work as a constable**, or something **personal and fun**?

Show me work-related examples.

Give me a fun personal example.

Explain how you can help with coding.



Message Copilot





**What can I help you with?**

Can you coach me on leadership development?



can you coach me on leadership development?

 Copilot ⓘ

Absolutely! Leadership development is a great area to focus on, and I can coach you through it in a structured way. Here's how we can approach it:

#### Step 1: Define Your Leadership Goals

- Do you want to improve **communication**, **decision-making**, **team motivation**, or **strategic thinking**?
- Are you aiming for **personal growth**, **career advancement**, or **better team performance**?

#### Step 2: Assess Your Current Strengths & Gaps

- We can do a quick **self-assessment** or use a framework like **Emotional Intelligence (EQ)** or **Situational Leadership**.
- Identify what's working well and what needs development.

#### Step 3: Build a Development Plan

- I can help you create a **90-day leadership growth plan** with actionable steps.
- Include **skills practice**, **reflection exercises**, and **feedback loops**.

#### Step 4: Practice & Reflection

- I can give you **real-world scenarios** to practice leadership responses.
- We can set up **weekly check-ins** to track progress.

Would you like to start with: ☒ A quick leadership self-assessment,

☒ Building a personalized development plan, or

Start with a leadership self-assessment.

Help me build a development plan.

Teach conflict resolution skills.



Message Copilot





# AI in Coaching



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# AI in Coaching



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- AI AT WORK**  
These 10 jobs are the least AI-safe, according to new Microsoft report
- WORK**  
Laid off managers are f... for shrinking pool of job





**Find out why.**

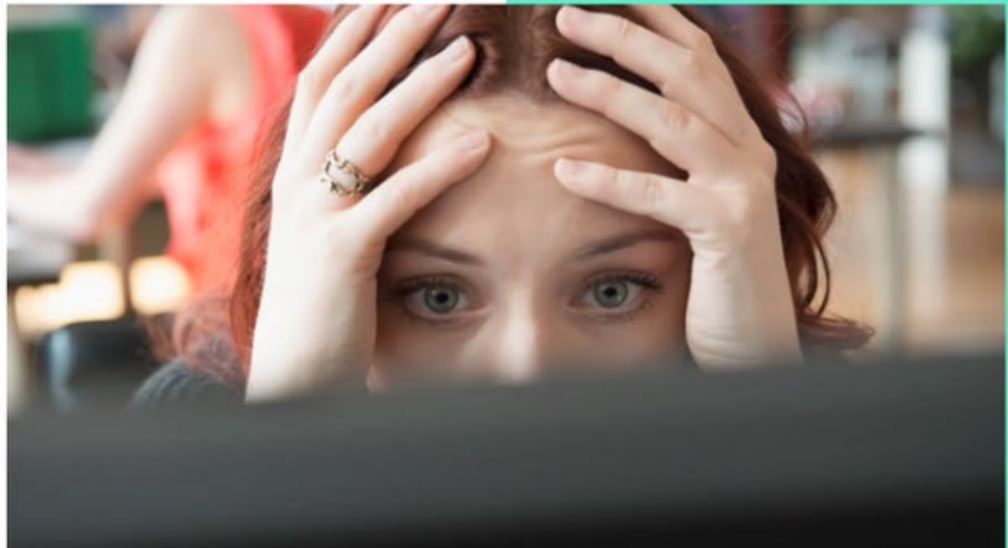
**WORK**

## AI-generated 'workslop' is here. It's killing teamwork and causing a multimillion dollar productivity problem, researchers say

Published Tue, Sep 23 2025 • 2:28 PM EDT

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 Duraipappah, and the first graduating class of 47 new Police Officers in 2025 out of 300 (Photo Credit: David Delhuarry)



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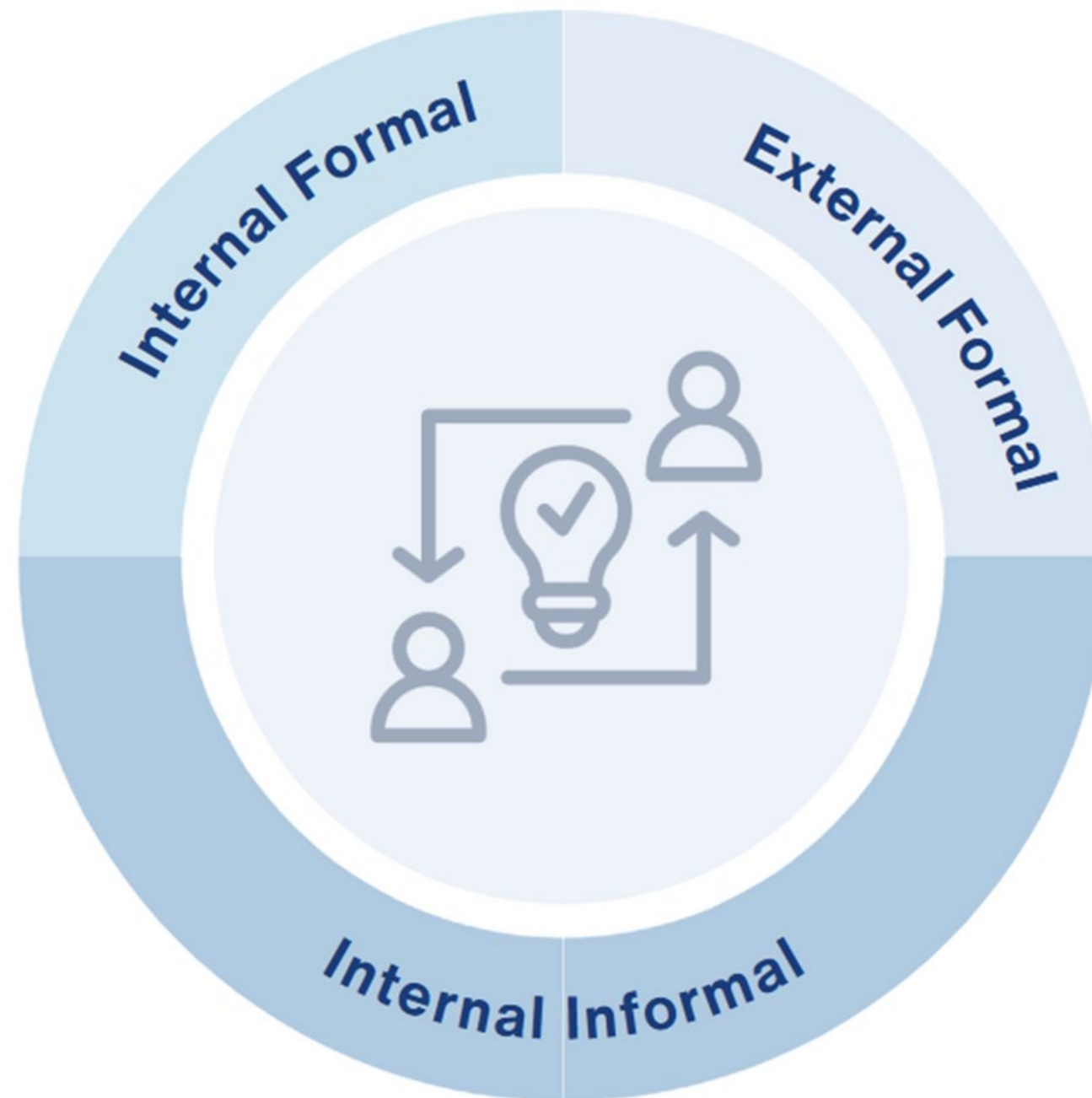
# Imagine....



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# Imagine...



## Emerging Trends, Stronger Partnerships



# Mission – Actuality – Possibilities - Select!!



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# Be Well Lead Well

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