



**CANADIAN  
POLICE  
KNOWLEDGE  
NETWORK**



**RÉSEAU  
CANADIEN DU  
SAVOIR  
POLICIER**

Competency-Based Management Framework  
Cadre de gestion axée sur les compétences

1. Why & How?
2. So what?
3. Panel



**CANADIAN  
POLICE  
KNOWLEDGE  
NETWORK**



**RÉSEAU  
CANADIEN DU  
SAVOIR  
POLICIER**

Competency-Based Management Framework  
Cadre de gestion axée sur les compétences



2008 – 2013: Police Sector Council

2015: Canadian Police Knowledge Network

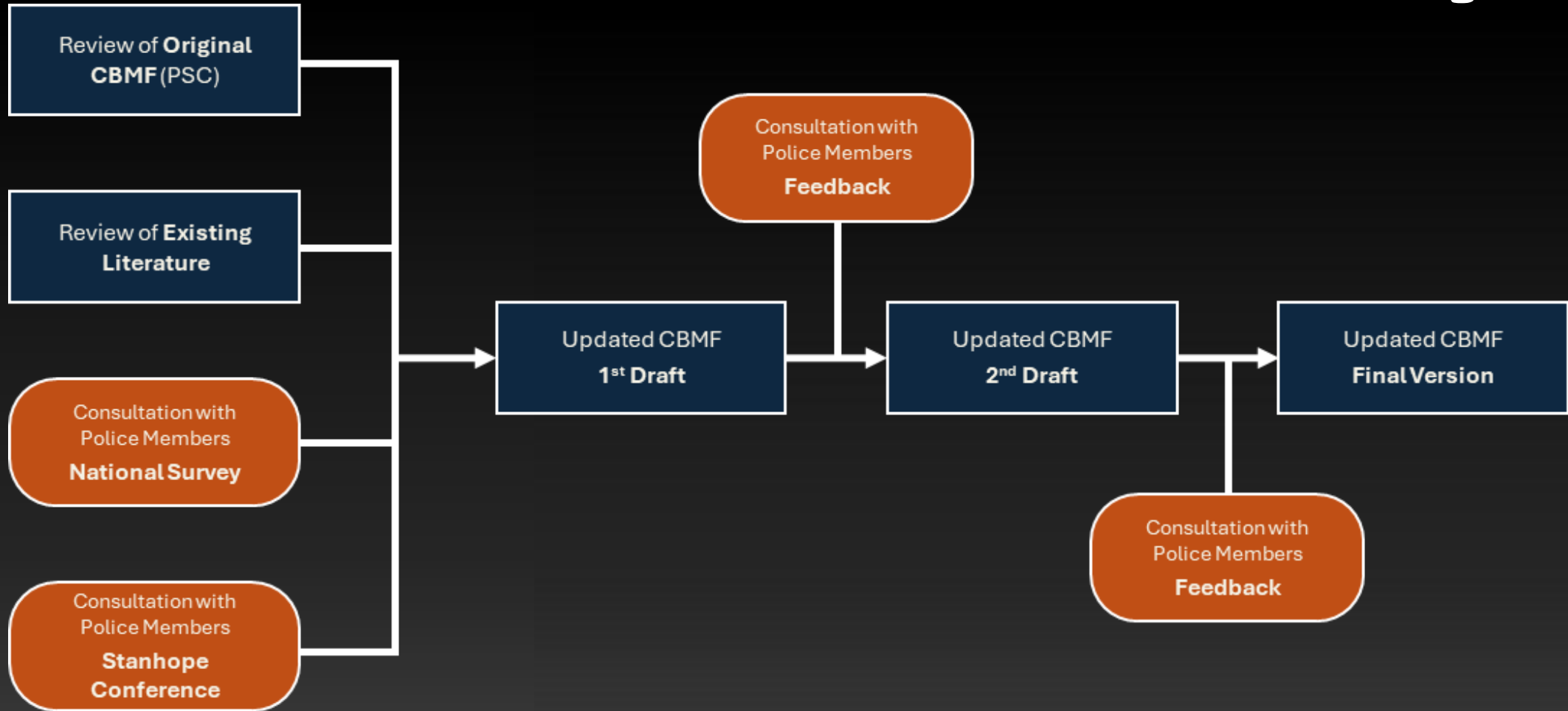
2020: Police Leadership Report

2021: Digital Competencies Report

2024: Modernize the CBFM



# Modernized Together...





Modernized Together...

# Thank You.

We're transforming policing and public safety –  
together





Reimagined for Clarity and Inclusivity

Over **2x** fewer competencies

From 52 to **22 core competencies**,  
the framework has been streamlined to  
emphasize **values** and **behaviours**,  
making it **inclusive** for both sworn and  
civilian roles.





## Forward-Looking Competencies

Indigenous Awareness

Digital Literacy

Inclusion, Diversity, Equity, and  
Accessibility (IDEA)

Innovation and Change



## Competency Areas (x2)

### Competency Domains (x6)

#### Personal Skills

- └ Intra-Personal
- └ Inter-Personal

#### Leadership Skills

- └ People-Centred Leadership
- └ Strategic and Operational Leadership
- └ Results Leadership
- └ Inclusive and Ethical Leadership

## Competency Areas (x2)

### Competency Domains (x6)

#### Core Competencies (x22)

**Tasks** (x3)



Components of task



Evaluation criteria



Real word scenarios

5 levels of leadership



Forward-Looking Competencies

Reimagined for **Clarity** and **Inclusivity**

Designed for Today. Built for **Tomorrow**.





Available in the next few weeks

[CBMF@CPKN.CA](mailto:CBMF@CPKN.CA)





## MODERNIZING THE COMPETENCY-BASED MANAGEMENT FRAMEWORK IN CANADIAN POLICING

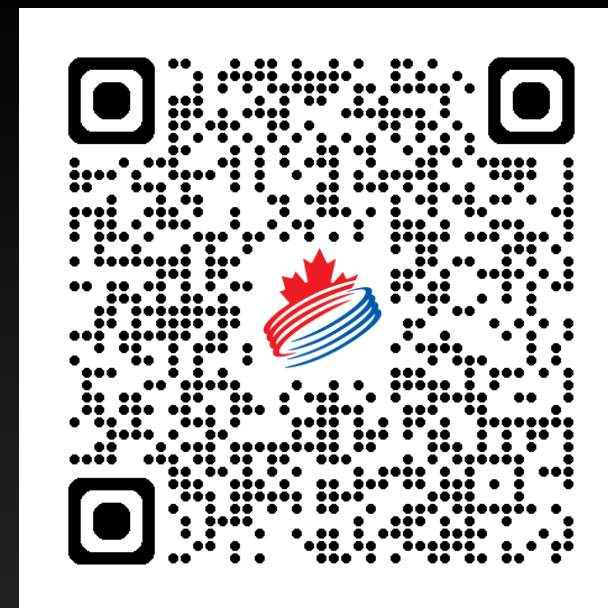
A component of the Canadian Police Knowledge Network's *Competency-Based Management Framework Modernization* project



Management Framework Modernization project  
A component of the Canadian Police Knowledge Network's Competency-Based

MODERNIZING THE COMPETENCY-BASED  
MANAGEMENT FRAMEWORK IN CANADIAN  
POLICING

May 2025	1
May 2025	3
May 2025	6
May 2025	7
May 2025	11
May 2025	14
May 2025	15
May 2025	16
May 2025	16
May 2025	18
May 2025	19
May 2025	23
May 2025	25
May 2025	25
May 2025	25
May 2025	25
May 2025	27
May 2025	27
May 2025	28
May 2025	29
May 2025	30
May 2025	31



<https://www.cpkn.ca/en/news/cpkn-releases-the-modernized-competency-based-management-framework-report/>



So... what can you do with a CBMF?

It's more than just a framework;  
it's a toolkit for progress.



## 3 main areas of support



Human  
Resources



Learning &  
Development



End-User  
Support



Possible  
Customization





Human  
Resources

## Build strong foundations

- Competency-based job descriptions
- Interview guides & rubrics
- Performance review & promotion
- Succession planning





Learning &  
Development

## Align learning with competencies

- Curriculum mapping
- Gap analysis & training needs
- Competency-based assessments
- Learning pathway design





End-User  
Support

## Empower individual growth

- Career progression tools / Individual development plans
- Self-assessment templates





Possible  
Customization

## Tailor the CBMF to your needs

- Adapt CBMF to your structure
- Custom tools & resources



End  
User



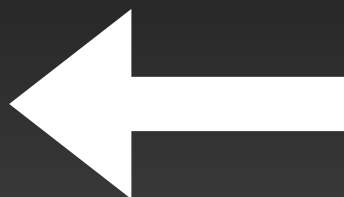
HR



Customizable



L&D





Human  
Resources



Learning &  
Development



End-User  
Support



Possible  
Customization

Whether you do it yourself or need a partner...  
**we're here to help.**

[CBMF@CPKN.CA](mailto:CBMF@CPKN.CA)



# From Framework to Frontline...



**Stephanie Johnson**

Superintendent

Halifax Regional Police



**Brad McCallum**

Chief Superintendent

Ontario Provincial Police



**Devon Racicot**

Staff Sergeant

Saskatoon Police Service

