



**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



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2008 – 2013: Police Sector Council

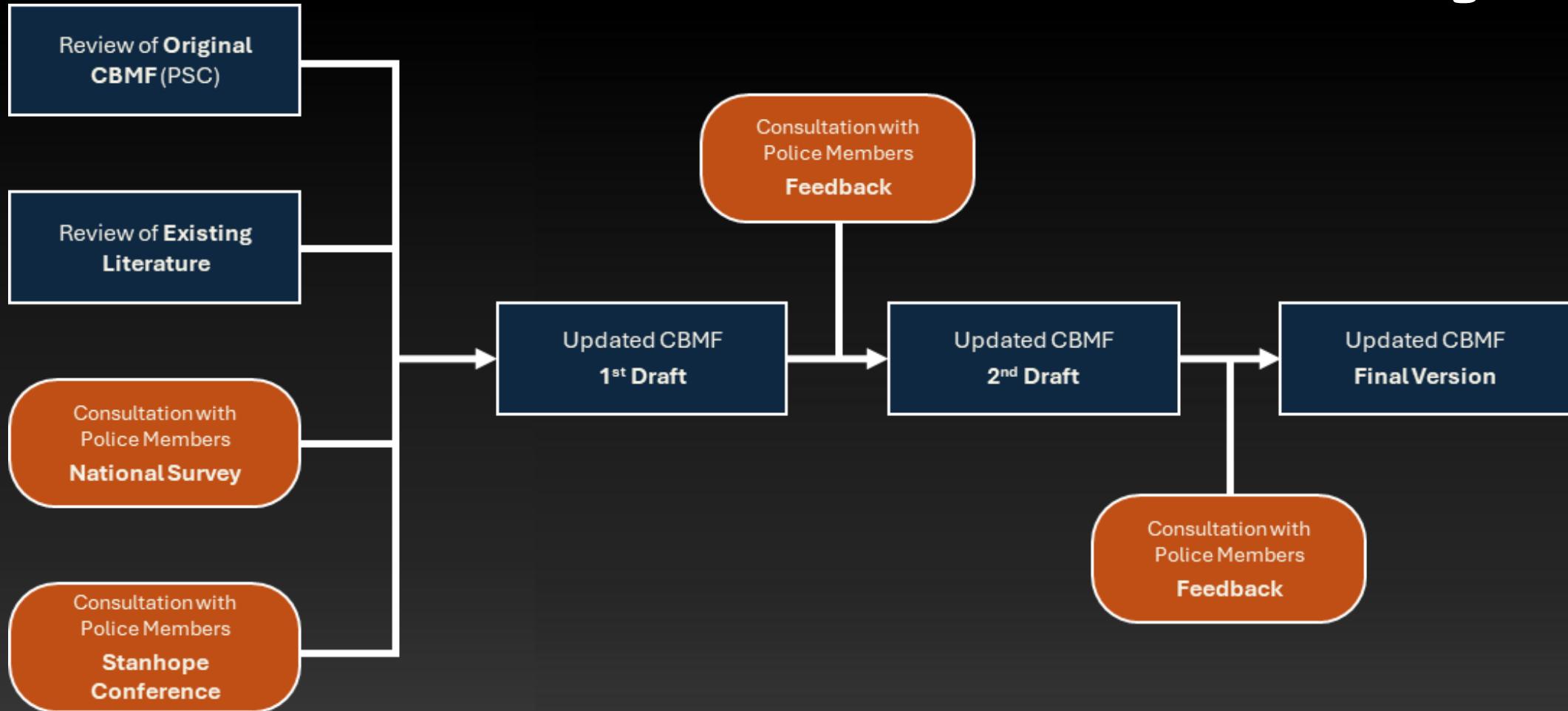
2015: Canadian Police Knowledge Network

2020: Police Leadership Report

2021: Digital Competencies Report

2024: Modernize the CBMF

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 world 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

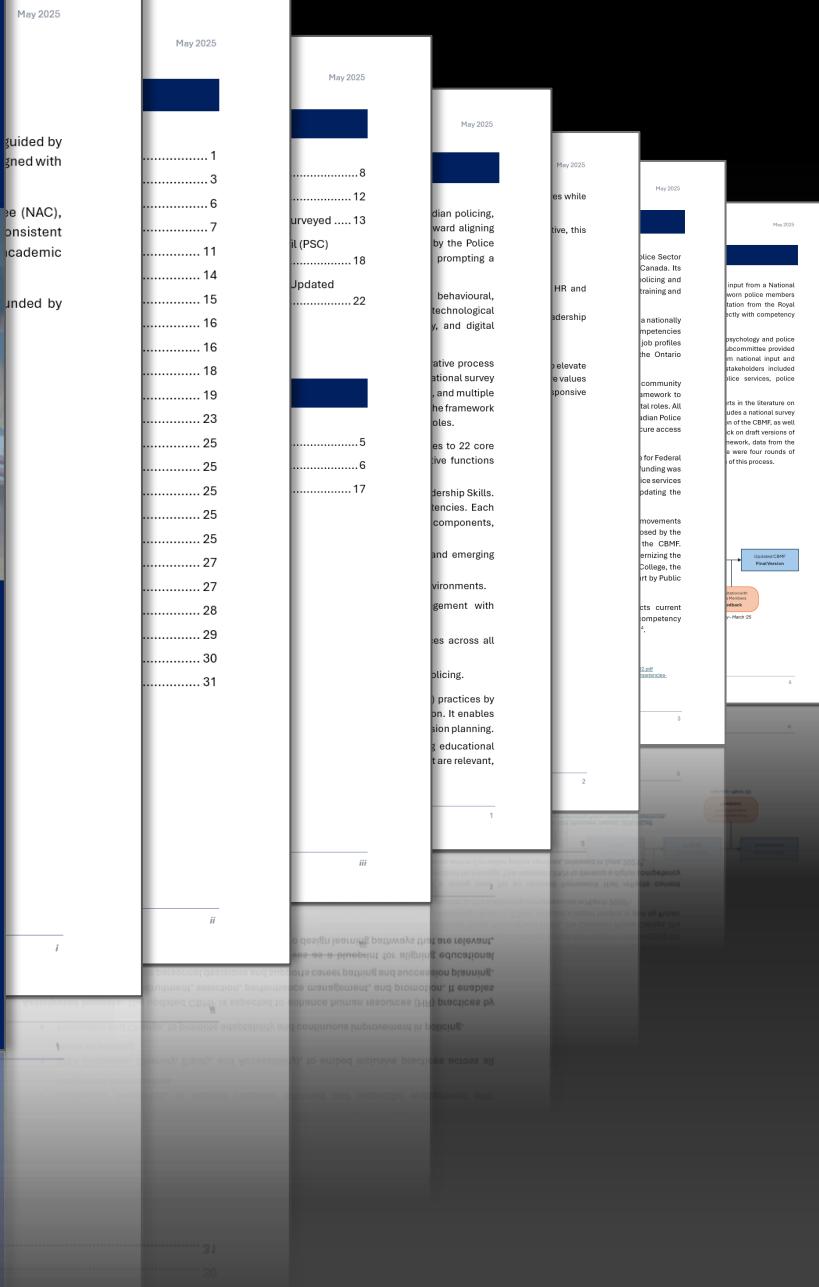
CBMF@CPKN.CA





MODERNIZING THE COMPETENCY-BASED MANAGEMENT FRAMEWORK IN CANADIAN POLICING

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



<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





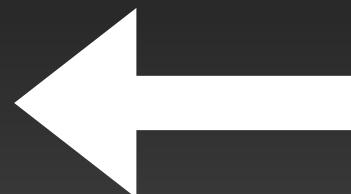
End
User



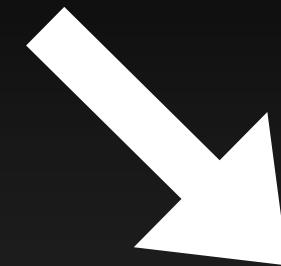
HR



Customizable



L&D





Human
Resources



Learning &
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End-User
Support



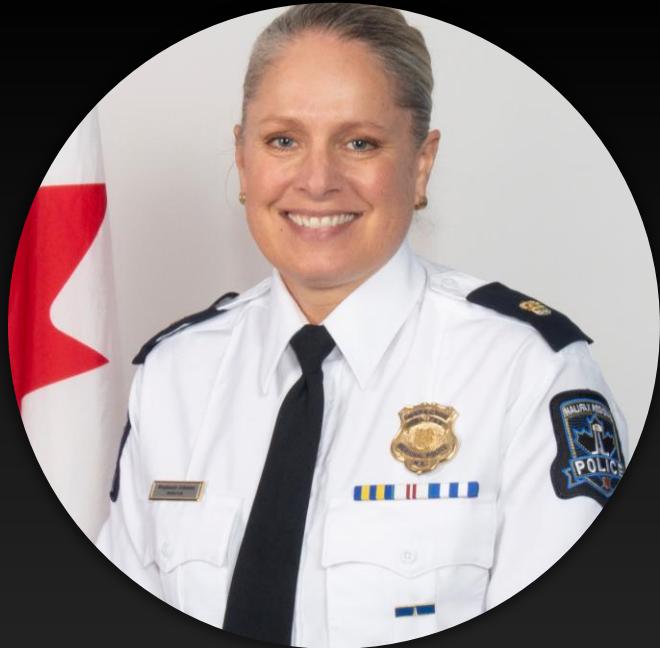
Possible
Customization

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

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

