

Perspectives on Professional Development Through a Cooperative Approach

The Three ‘N’s: Networking, Needs Analysis & New Perspectives



Zack



Namra



Kai



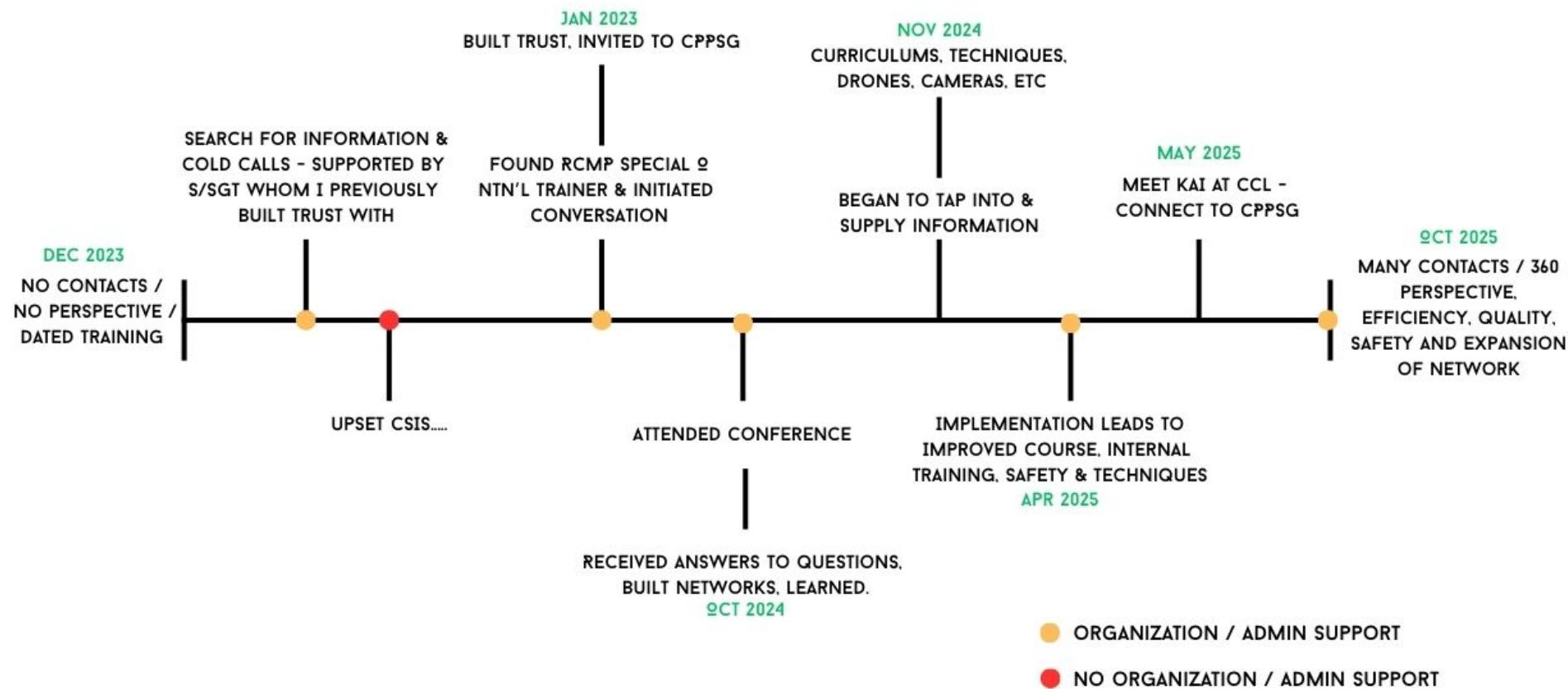
— WINNIPEG —
POLICE SERVICE
A CULTURE OF SAFETY FOR ALL

Partnerships & Relationships

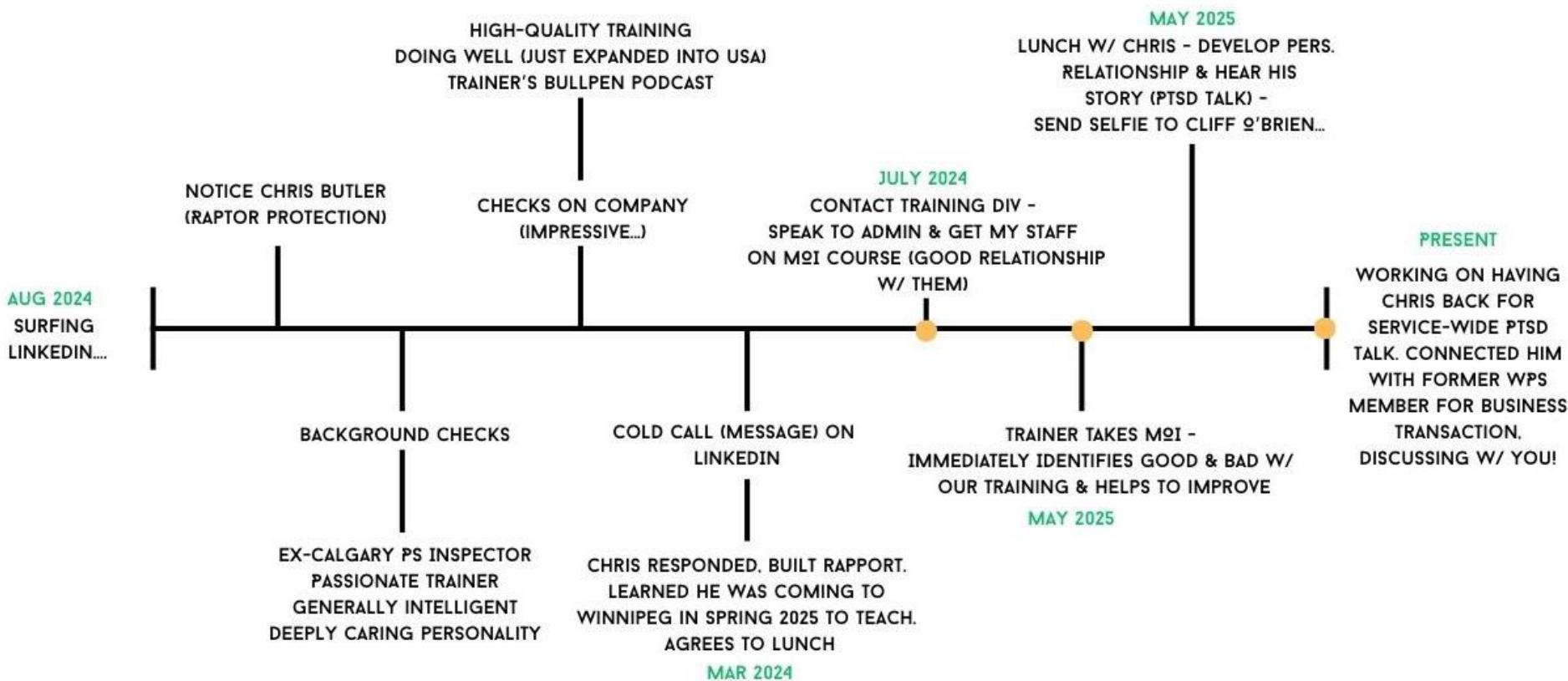
'Networking'

SGT. Zack Maharaj

NETWORKING STUDY 1 - SURVEILLANCE GROUP



NETWORKING STUDY 2 - RAPTOR PROTECTION







NEEDS ANALYSIS:

The Compass of Professional Development

Namra Moledina



Reframe Your Question



Shift Mindset: “*What training do we need this year?*” → ‘What capabilities will our members need five years from now’



Build proactive, future-ready training models



Case Study: Niche UA rollout revealed broader capacity-building needs



Key Takeaway: Shift from reactive training to strategic development



Listen to All Channels



Internal Signals:

- surveys
- exit interviews
- wellness trends



External Drivers:

- legislation
- technology
- social shifts

Make feedback loops part of your training ecosystem



Case Study: Help desk data → smarter training revisions → drop in calls



Key Takeaways: Use data to identify recurring pain points and target solutions.



Design for All Generations



Match learning style with learner needs



Co-design training with users to increase relevance and confidence

Key



Case Study: Redesigned content with user input
→ improved accuracy & trust



Key Takeaways: Build training with your users, not just for them.



Value Informal Learning



Formal learning is important, but informal learning is **transformational**



Case Study: Early champions led smoother adoption and stronger support



Key Takeaways:

- Confidence is built before change begins, not during.
- Structure unstructured learning moments



Empower & Invest In Your People & Close the Loop



Support SMEs and internal leaders to scale training



Update training iteratively using real-time feedback.



Case Study: Dynamic feedback loops = evolving, trusted training



Key Takeaways: Feedback isn't a phase, it's a continuous loop



Conclusion & Reflection



Needs Analysis is a mindset, not a milestone



Training evolves with the organization



Ask: What would you change with time, data, or support?



A strong needs analysis keeps training relevant, future-oriented, and people-driven.



— SASKATOON —
POLICE SERVICE
BE THE DIFFERENCE

New Perspectives on Training Development

Creating a Leadership Culture

SGT. Kai Noesgaard

Introduction & Origin Story



Recap

BUILDING RELATIONSHIPS



Recap

Spotting gaps and identifying needs



Recap

POLICE INFORMANT TRAINING



POLICE INFORMANT TRAINING



Glaring handling errors



Court issues



CI compromises



Departmental liability



Created task for myself to create an introductory course and an advanced course.

POLICE LEADERSHIP

New Perspective?



What is Leadership?

Leadership is the process of influencing and guiding individuals or groups to achieve a common goal by providing vision, direction, and motivation



Leadership



Commander's Intent



Responsibility



Clear Boundaries



Trust & Empowerment



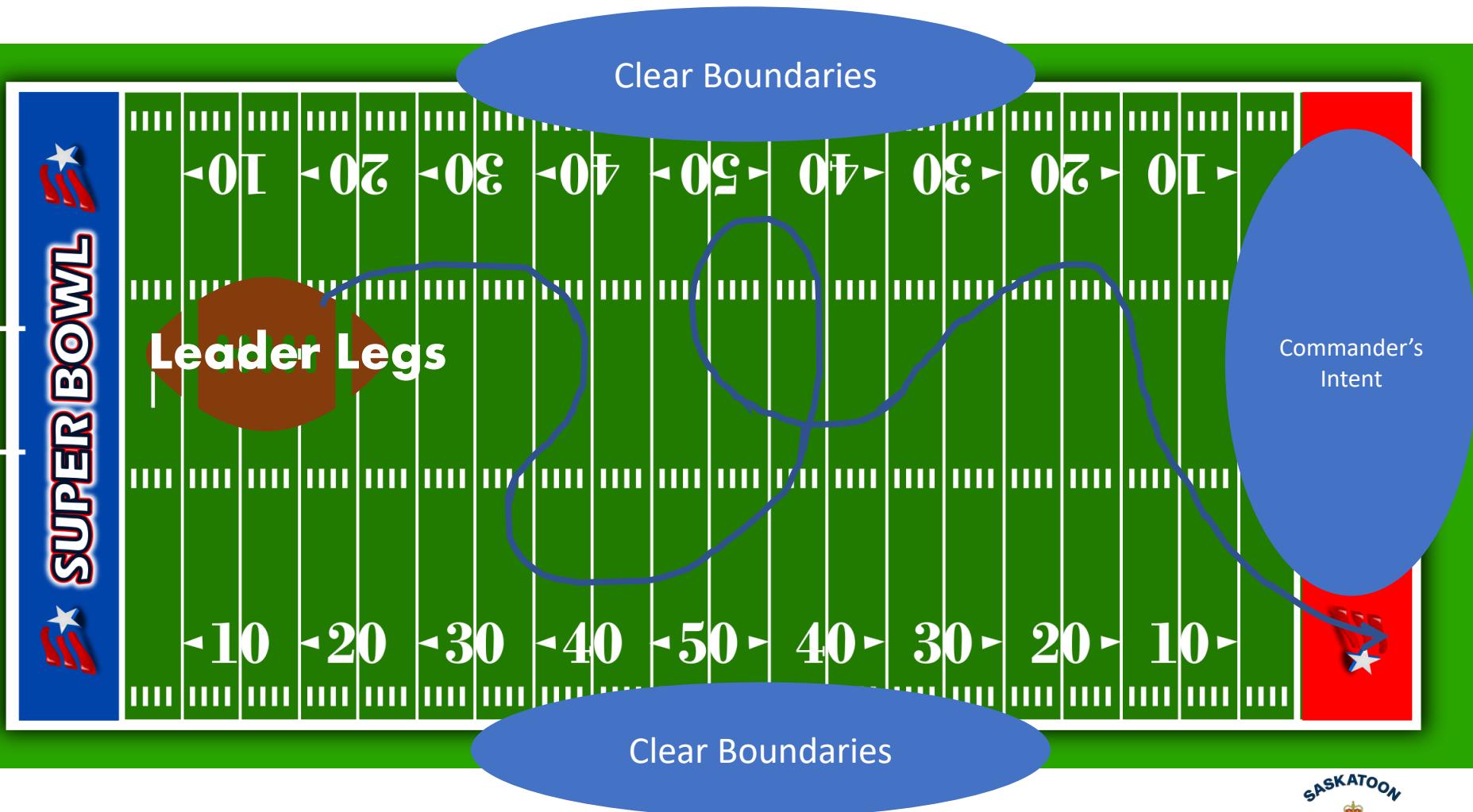
Motivation



Resources & Training



LEADER LEGS



Informant Training



After putting together the intro course myself, I had Constables deliver the course content



4 Constables volunteered



Using relationships I developed I sent members to RCMP and EPS courses



I built the syllabus tasked each member with various pieces



The advanced course runs this November at the Provincial Police College



I've included members from partner agencies who've shown interest and want to develop

Leadership as Culture, Not Rank

