

# Perspectives on Professional Development Through a Cooperative Approach

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



Zack



Namra



Kai



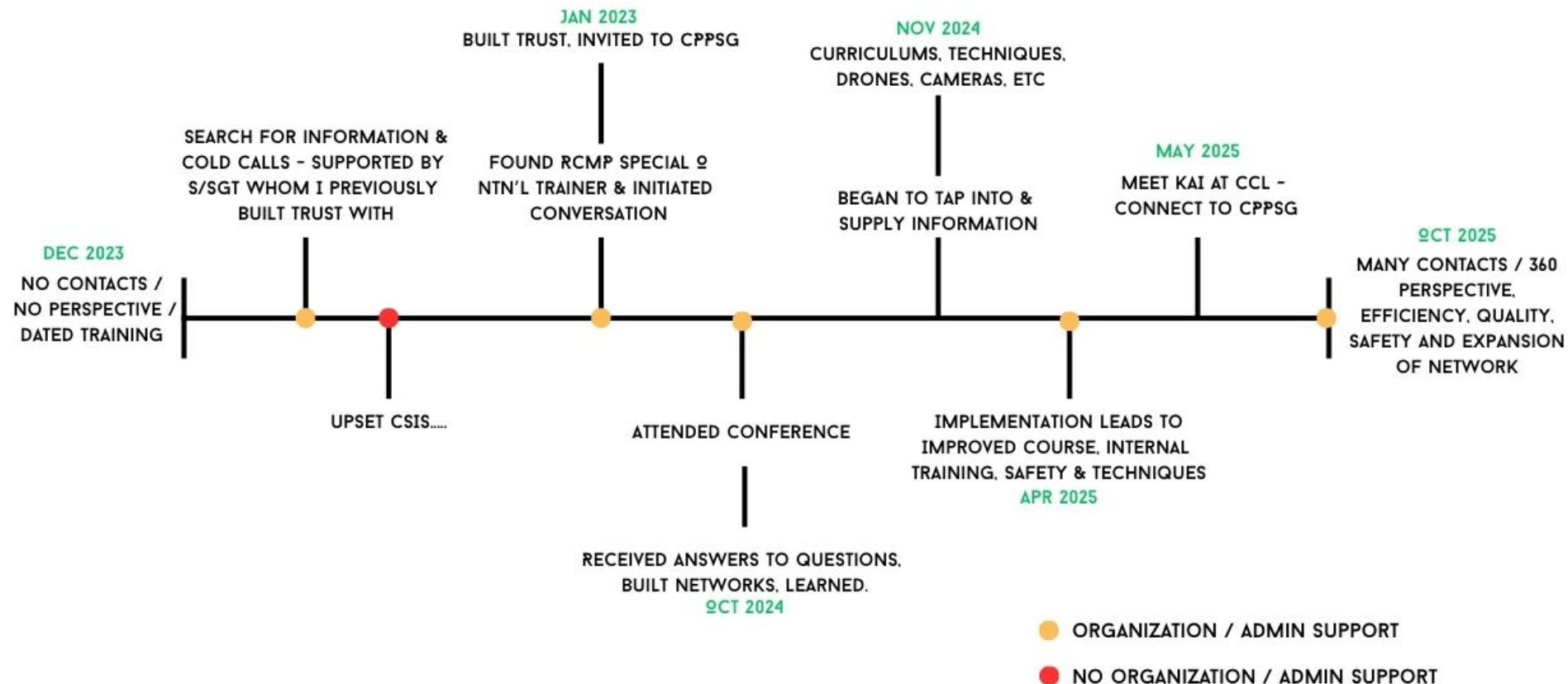
— WINNIPEG —  
**POLICE SERVICE**  
A CULTURE OF SAFETY FOR ALL

# Partnerships & Relationships

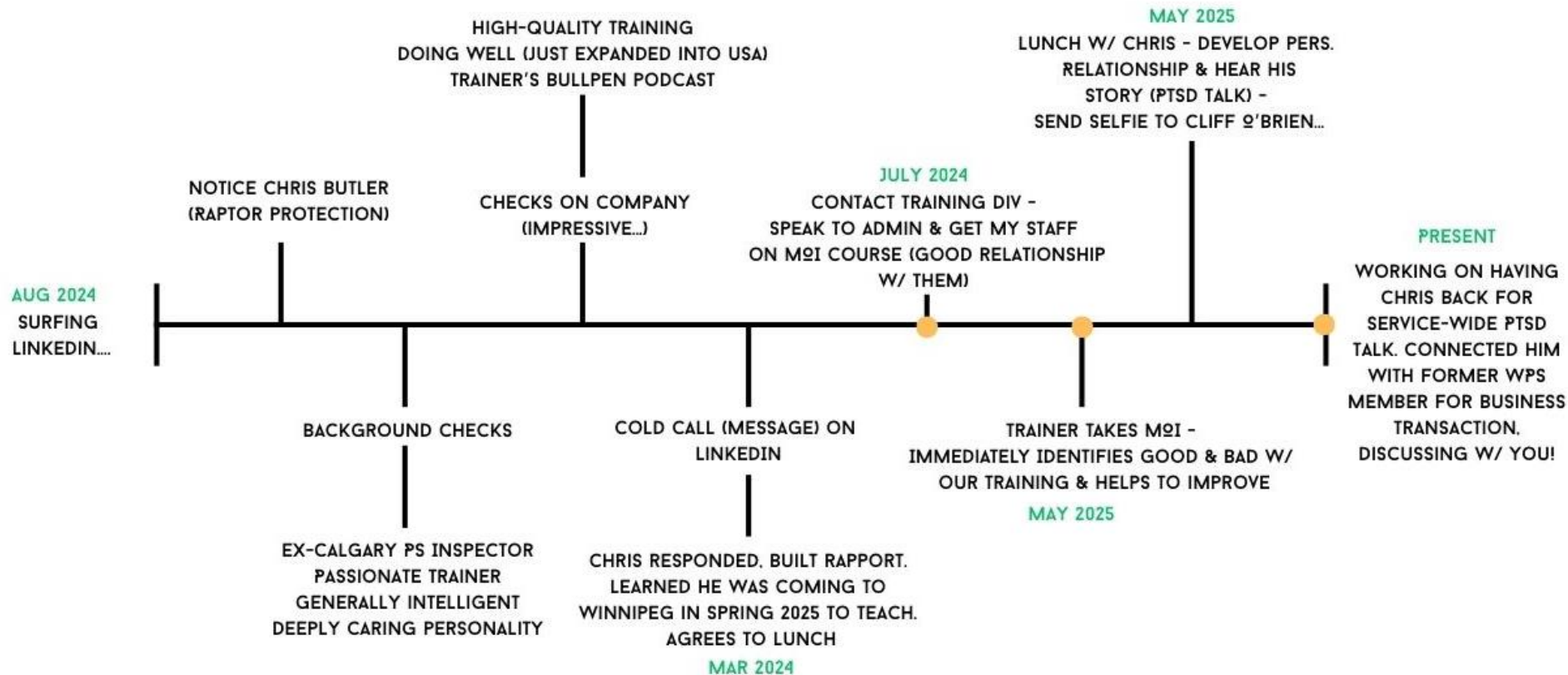
‘Networking’

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.



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BE THE DIFFERENCE

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# New Perspectives on Training Development

Creating a Leadership Culture

SGT. Kai Noesgaard

# Introduction & Origin Story



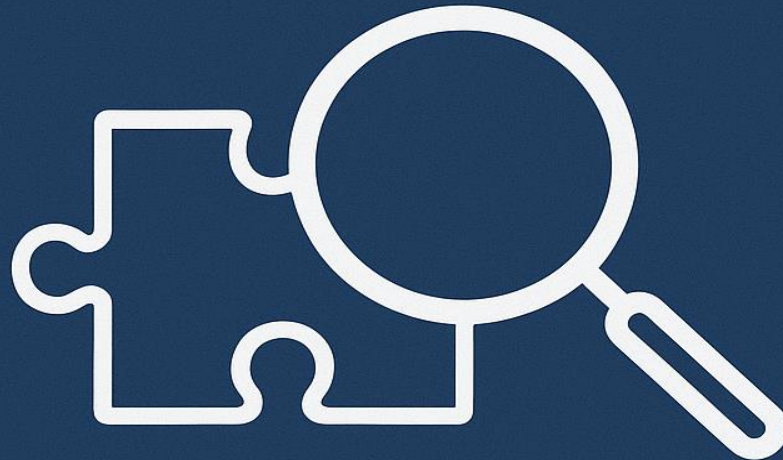
# Recap

## 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**



**Commander's  
Intent**



**Responsibility**



**Clear  
Boundaries**



**Trust &  
Empowerment**



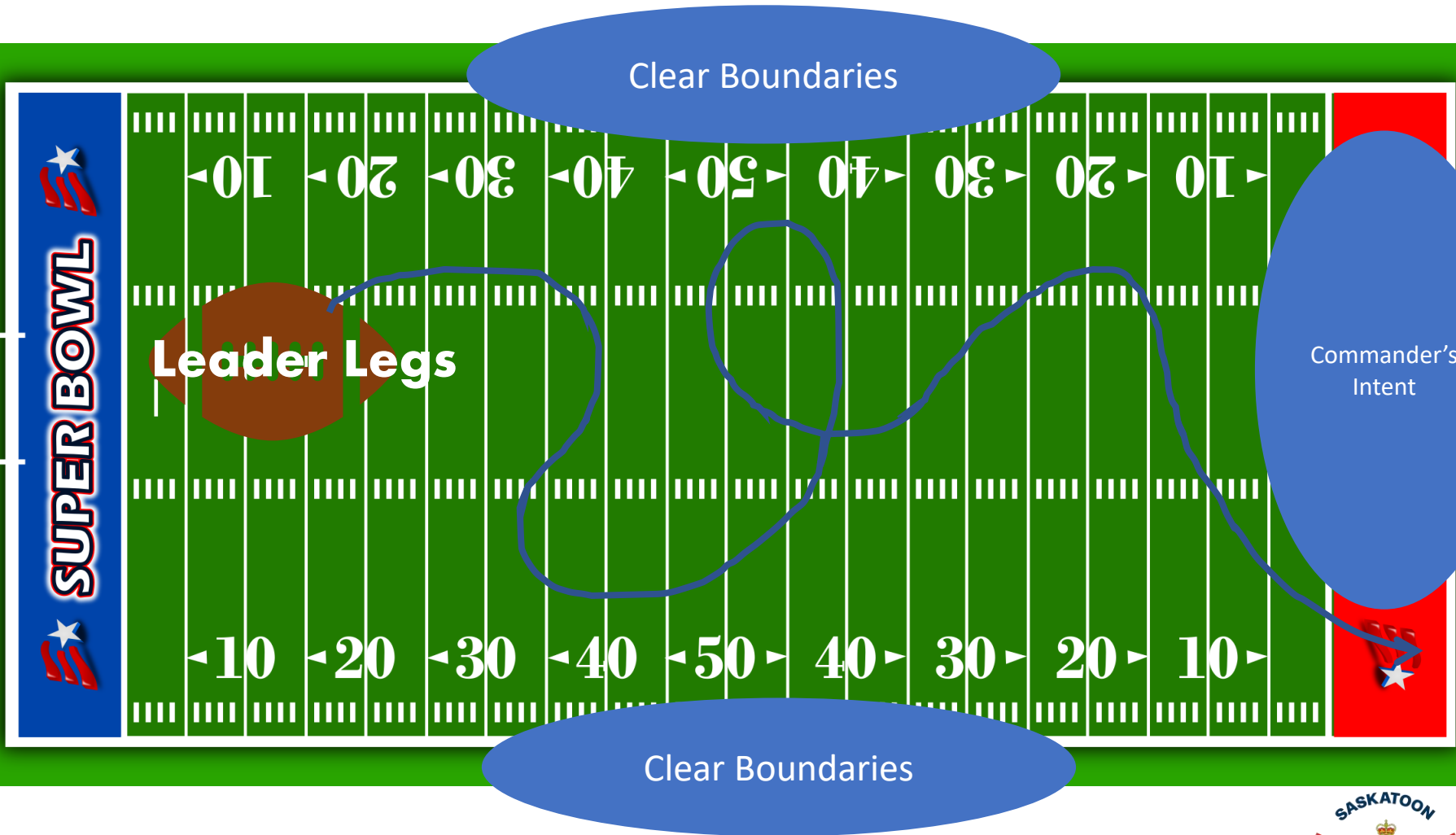
**Motivation**



**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

