

# NEEDS ANALYSIS: THE COMPASS OF PROFESSIONAL DEVELOPMENT



## ANTICIPATING TRAINING REQUIREMENTS IN POLICING

### CONTACT

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### 1 REFRAME THE QUESTION

- » Anticipate long-term training needs
- » Ask “What might we need in 5 years, not just today?”
- » Build proactive, future-friendly training models

**Shift from reactive training to strategic development.**

### 2 LISTEN TO ALL CHANNELS

- » Leverage internal data (surveys, interviews, wellness trends)
- » Track external drivers (laws, societal shifts, tech)
- » Create feedback loops in your training ecosystem
- » Use data to identify recurring pain points and target solutions

**Data shows you where to focus your fix.**

### 3 DESIGN FOR ALL GENERATIONS

- » Gen Z favours purpose, visuals, inclusivity, collaboration
- » Use scenario learning, microlearning, peer coaching, gamified tools
- » Co-design training with users to increase relevance and confidence

**Build training with your users, not just for them!**

### 4 VALUE INFORMAL LEARNING

- » Mentorships, debriefs & shadowing provide great value.
- » Structure “unstructured” learning moments.

**Confidence is built before change begins  
—not during.**

### 5 EMPOWER PEOPLE & CLOSE THE LOOP

- » Identify and equip SMEs
- » Feedback is continuous, not a checkbox
- » Training evolves with the organization

**“Needs analysis” is not a milestone.  
It’s a mindset.**



### REFLECTION PROMPT

## ***Are we preparing our people to lead change into the future?***

Think of one change you’d make if you had the time, data, or support — that’s where your needs analysis begins. A strong needs analysis keeps training relevant, future-oriented, and people-driven. Internal relationships are paramount in the needs analysis process, and partnerships with external vendors are becoming increasingly common & relevant in the advancement of police training across North America.

# NEW PERSPECTIVES IN PARTNERSHIPS

THINK OUTSIDE THE BOX



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## 1 IDENTIFY LEADERS AT ANY RANK

- » Know your staff
- » Identify leadership potential
- » Leverage their strengths; regardless of rank or position

**Leadership is found at all levels.**

## 2 INVEST IN THEIR GROWTH

The presenters responsible for this info-graphic are here because someone invested in their growth and development.

- » Learn who provides value to your organization
- » Invest with intention and foresight
- » Offer mentorships, open door, contacts, etc.

**Your staff today may be a collaborator tomorrow.**

## 3 BUILD STRONG INTERNAL & EXTERNAL NETWORKS

- » Build slowly, steadily and meaningfully
- » Consider how “outside the box” contacts might be pertinent to our roles in law enforcement

**Networks, relationships and partnerships are a cornerstone of success; especially in our fast-paced world.**

## 4 EMPOWER SUBORDINATES TO LEAD

- » Confiding in subordinates in the right circumstances may lead to fresh ideas, new connections and improved outcomes

**Leadership is knowing when to step back from the controls, or as Jocko Willink describes it, “leading from behind”.**



## REFLECTION PROMPT

### ***Why are partnerships and new perspectives important?***

Leveraging knowledge & experience from different individuals, walks of life and skill sets is vital in our organizations. These “new perspectives” often demand high-quality partnerships both inside and outside of our organizations.



# “NETWORKING”

...NOT JUST ANOTHER DIRTY WORD!

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## 1 BALANCED INITIATIVE

- » Be proactive, but not overly aggressive
- » Search for others with mutual interests, principles & values
- » Provide value in return
- » Avoid over-sharing, carpet bombing contact

**Networking is most effective when a mutually beneficial connection is made.**

## 2 FOCUSED COMMUNICATION

- » *Time is money.* Minimize long meetings, conversations & e-mails in favour of clear, concise communications
- » Provide value-driven propositions and responses

**Show your network you appreciate them with clear, and to-the-point communications.**

## 3 BUILD & MAINTAIN TRUST

- » Consistently follow through on promises
- » Maintain contact with your network (e-mail, e-blast, text, phone, coffee, etc.)
- » Offer assistance where possible to your network
- » Be a conduit between mutual connections

**Building and maintaining trust will ensure your network remains engaged with you.**



## REFLECTION PROMPT

### ***How does growing your network benefit you?***

Meaningfully nurturing and curating your connections will allow you to watch as your network steadily grows, gathers steam and begins to pay dividends!

*“My personal network turned out to be the greatest insurance policy money could never buy”*

~Jordan Harbinger