

NEEDS ANALYSIS: THE COMPASS OF PROFESSIONAL DEVELOPMENT

ANTICIPATING TRAINING REQUIREMENTS IN POLICING



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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.

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.

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!

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

- » Confidence 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.

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.

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.

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