



## Cornwall Police Senior Leadership Team Program May 2023

### Goals:

- To increase individual and collective self-awareness, a key leadership skill.
- To use Type Coach Verifier and other tools to support leadership and adaptive communication within the team
- To co-create goals and a plan with the team, around their work together
- To consider learning and tools to strengthen the team, which could include and are not limited to:
  - May 2023
    - ✓ Strategies for team success – group agreements, hopes etc.
    - ✓ To co-create goals and plan with the team
    - ✓ Listening deeply
    - ✓ Asking effective questions
    - ✓ Understanding and reflecting on a team model to support internal team culture and function and outward facing work with stakeholders;
      - Possible future topics:
        - ✓ Type coach – and Stress, Change management, Innovation
        - ✓ To create a team charter
        - ✓ To answer the question of team purpose – what can we do together, that we can't do separately?
        - ✓ Creating trust and psychological safety on our teams

### How?

2 – half day sessions plus possible follow-up meetings via ZOOM/in person

<b><i>Day 1 – Building our Communication.</i></b>	<b><i>Day 2 – Strengthening our Team</i></b>
11:30 – Lunch	8:30 – Breakfast
12:00 – 4 – Session – including – setting up the work, Type Coach, Awareness and leadership (research and experience), Individual – core values, Team – goals, hopes, agreements	8:45 – 12:30 – Team model, strategies (see above), skill building and practice, Next steps,

### What is this work in service of?

- ✓ To create space, together with Senior leaders at Cornwall Police Service, to connect, reflect, support and learn from one another.
- ✓ Helping to share research and strategies that support communication and leadership in policing.

