

# PROGRAM OUTLINE

## Senior Leadership Team - York Region Police - 2024/25

### THE VISION

By the end of June 2025, the team will have:

- ✓ Increased understanding of what each person brings to the team (strengths, communication preferences, etc.) to improve conversations and leadership within the team and with other stakeholders.
- ✓ Continued to build awareness, strengths and skills as leaders, adding coach-like abilities to the toolbox.
- ✓ Positioned the Senior Team as 'lead learners' - modelling the way and adapting the language they hope to see in their teams and organizational culture.
- ✓ Understood and applied a model for being a 'High-Value-Add' Team and identified areas to improve to move more toward that ideal.

### TWO MAIN AREAS OF FOCUS

1. **Self as Leader:** Building greater self-awareness and skill as a Senior Leader - becoming more 'coach-like' - conversations that increase awareness, engagement and mindset.

- Type Coach - a great leadership communication tool to support us individually and collectively as a team
- Skills - Levels of listening, effective questioning, mindful leadership presence; GROW model of coaching
- Feedback - both receiving and giving feedback - research & strategies
- An introduction to and possible engagement in 1:1 Executive Leadership Coaching

2. **High Value Add Team** - creating a 'high value add' team using Peter Hawkins' model - UK and international lead on team coaching <https://www.linkedin.com/pulse/we-need-move-beyond-high-performing-teams-professor-peter-hawkins/>

- Use Type Coach/Type-to-Type to consider feedback and communication.
- Introduce the model, 5 Disciplines of a Highly Effective Team (see appendix), and have the team answer some questions to begin to see how the team aligns with it.
- Identify areas that need attention, e.g., team purpose, goals, roles, relationships with stakeholders (internal and within the community).
- Explore strategies for building trust and psychological safety in our teams.
- Intentionally integrating skills in this team and those led by senior leadership.

## WHAT IS INCLUDED IN THIS PROGRAM?

- 2 x ZOOM check-ins - Intro and March 2025
- 4 x half-day sessions with the full group
- 2 full-day sessions with the full group
- Additional/optional - 1:1 coaching introduced in January

### Suggested Schedule and Content (always open to adjust as the learning evolves)

Day	Content
<b>Day 1</b> <b>Nov. 13/24</b> <b>12 - 4 pm</b>	<p><b>Transformational Communication</b> -Setting up our work (values, artifacts, agreements); Leadership Presence, Type Coach &amp; Team - Preferences</p> <p><b>Coach-like Leadership</b> - Levels of listening - Leadership Strengths</p> <p><b>TEAM:</b> Peter Hawkins - BLOG HVT - Intro to High Value Add Team</p>
<b>Day 2</b> <b>Dec. 10/24</b> <b>12 - 4 pm</b>	<p><b>Transformational Communication</b> - Type Coach &amp; Team - Temperaments; Curiosity - A Leadership Superpower</p> <p><b>Coach-like Leadership</b> - Effective Questioning - how, what, applying our learning</p> <p><b>TEAM:</b> Intro to HV Team Questions, Survey (Results for Day 3)</p>

<p><b>Day 3</b></p> <p><b>Jan. 9/25</b> <b>9am - 3 pm</b> <b>(FULL DAY)</b></p>	<p><b>Transformational Communication</b> - Type Coach &amp; Stress</p> <p><b>Coach-like Leadership</b> Introduction to the GROW model, demo and practice; Introduction to 1:1 Executive Coaching</p> <p><b>TEAM:</b> Strategies to build trust and psychological safety; Results from High Value Add Survey - Collective Build</p> <p>Intro to Charter - Purpose, Goals, Success Criteria</p>
<p><b>ZOOM Call -</b> <b>Check in - TBD</b></p> <p><b>Mar 4/25</b> <b>1 - 3 pm</b></p>	<p><b>Checking in re: Team Charter Goals, and Individual/Team Leadership Work</b></p> <p>Likely divide into two groups x 1 hour</p>
<p><b>Day 4</b></p> <p><b>April 15/25</b> <b>12 - 4 pm</b></p>	<p><b>Transformational Communication</b> - Feedback - Triggers, Giving and Receiving, Models, and building a simple '360'</p> <p><b>Coach-like Leadership (see above)</b></p> <p><b>TEAM</b> - Finalize Charter including 1 - 2 goals and success criteria</p>
<p><b>Day 5</b></p> <p><b>May 13/25</b> <b>9am - 3pm</b> <b>(FULL DAY)</b></p>	<p><b>Transformational Communication</b> - Type Coach and Change; models of change</p> <p><b>Coach-like Leadership:</b> Feedback debrief, possible next steps - Team engagement - Designing 'check-ins' w our direct reports;</p> <p><b>TEAM:</b> Effective team meetings - engaging our teams more effectively</p>
<p><b>Day 6</b></p> <p><b>June 18/25</b> <b>12 - 4pm</b></p>	<p><b>Finishing Strong:</b></p> <p>Learning as the Core Team Discipline - Keeping the learning going</p> <p>Capturing the learning, planning next steps - individually and as a team</p> <p><b>Celebration!</b></p>