

# FOUR QUESTIONS

Peel Regional Police - Senior Leaders EXCEL

January 15, 2025

1

**What are two behaviours you have shifted, or started to shift, because of this leadership work and/or something you learned that you have shared or taught others.**

- Truly understand that multi-tasking does not exist.
- Setting boundaries, setting time limits, respecting our time and allowing for other work to be done.
- Curiosity, presence, and GROW model coaching.
- Setting timelines and goals for conversations.
- "Why am I talking?" (W.A.I.T.)
- Asking open-ended questions.
- Sit in silence. Be comfortable.
- Let them come to you with the answer (be lazy).
- Be curious.
- More active listening.
- Allowing solutions to be presented instead of providing them.
- Being (truly) open and (truly) listening.
- Creating boundaries with intention.
- Watching for values showing up.
- Practicing active listening.
- Using GROW model.
- Giving less advice.

2

**Where do you see being a "coach-like" leader as most applicable in your day-to-day work?**

- Being at a division, the majority of staff are young and lack experience. What I have learned has been helpful in navigating and solutioning individual needs.
- My direct reports, by improved communication.
- Solutioning day-to-day issues.
- GROW model for initiatives.
- Various stages of projects.
- Meetings that lack structure.
- One-on-one meetings.
- Team meetings.
- Project planning.
- Daily touchpoints.
- Feedback opportunities.
- Self-reflection: it has allowed me to work through issues I am having using a framework I believe is effective while improving my ability to coach.
- With difficult leaders in our command teams.

