

# PROGRAM OUTLINE

## Coach-like Leadership: Continuing Our Journey

Senior Leadership Team - Peel Regional Police - Fall 2025

### THE VISION

#### By the end of December 2025:

- Participants will consider leadership presence and strategies connected to building connections with self, others and the community.
- Participants will explore their values and leadership strengths.
- Using Michael Bungay Stanier's book, *The Advice Trap*, participants will explore 'coach-likeness' as a leadership tool. With an emphasis on increasing curiosity and offering advice a little more slowly, skills such as deeper listening, more effective questioning, and a coaching model will all support the learning.
- Participants will apply and practice skills and strategies, particularly those related to being more 'coach-like' through Leaders' Coaching Circles.
- Together leaders will co-create the plan for meeting and the topics for the Leaders' Coaching Circles. They will also set leadership goals to work toward.

### WHAT DOES THIS PROGRAM INCLUDE?



**2 Residencies:** September 30 - October 1 and November 18 - 19



**4 x 1-hour online Leaders' Coaching Circles** (October - December)



**Password-protected webpage** with resources and session notes



**Customized workbook and support materials**

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## SUGGESTED SCHEDULE AND SESSION CONTENT

**RESIDENCY 1**  
**September 30 - 9:30am**  
**to**  
**October 1 - 3:30pm**

Includes meals,  
accommodations,  
learning & fun!

- **Leadership Presence** - impacts and threads through everything
- **Setting Up Our Work Together** - hopes, fears, success
- **Leadership Strengths (and practice Levels of Listening)**
- **Values** - and the importance of clarity
- **Intro to Michael Bungay Stanier, Our "Advice Monster" and Being More 'Coach-Like'** (using the book - <https://www.mbs.works/advice-trap-book/>)
- **Leadership Presence - Stay Curious Longer** - MBS - section 2 (p.61 - 111)
- **Personal Leadership Goals** - setting the bar
- **Effective Questioning** - how, what, applying our learning - bringing our leadership challenge
- **Intro to Coaching**
- **Coaching - GROW Model**
- **Setting Up Our Leaders' Coaching Circles**

**October - December**  
4 x 60 min **ZOOM** sessions

- **Leaders' Coaching Circles** (more info to follow)
- Small group (3-4) learning, leadership challenges and practicing with a coach

**RESIDENCY 2**  
**November 18 - 9:30am**  
**to**  
**November 19 - 3:30pm**

Includes meals,  
accommodations,  
learning & fun!

- **Leadership Presence** - personal power and social power
- **Check-in** re: Leaders' Coaching Circles, ongoing learning and goals
- <https://www.linkedin.com/pulse/personal-power-versus-social-amy-cuddy/>
- **Coaching and Feedback** - MBS (p.146 - 161)
- **Beliefs and Assumptions - Ladder of Inference and Challenging Our Stories**
- **Leadership Presence** - focus, creativity, clarity, and compassion
- **Trust and Psychological Safety**
- **Inspiring Change in Culture** - hard and easy change - other theories
- **Celebrating and Pulling Together Our Learning**
- **Planning the Next Steps in Our Leadership Journey**