

Senior Leadership Team - Greater Sudbury Police Service - 2025-26 RESIDENCY 1 DAY 2 NOTES



TYPE & TEAM

STEPS TO KEEP THIS LEARNING FRONT OF MIND

- Consider how people process as you email and have conversations
- Be curious
 - Provide an agenda (& follow it 😊)
 - Ahead of time
 - With info, questions, and prompts
- Consider YOUR communication - time needed, size of decisions
- Be self-aware - notice your reactions and responses as well as others



MID-ACTION REVIEW

FEEDBACK AT THE END OF DAY 2

What did you expect?

- Increase team dynamics
- Create a high value add team
- Reflective time - individually and collectively
- Possibly not 100% buy-in
- Focus on the individual - but it has gone broader

What actually happened?

- Defined and created a team identity
- Engagement
- Understanding of each other
- We were provided with "emotionally digestible pieces"

What went well?

- Levels of engagement - buy-in
- Respectful, curious conversations
- Time together away - which almost never happens
- Tangible materials to support learning

