

PROGRAM OUTLINE

Strengthening Leaders and Team through a Coach-Like Approach

Senior Leadership Team - Greater Sudbury Police Service - 2025-26

THE VISION

By the end of May 2026, 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 intentionally 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 in the 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' and creating conversations that increase awareness, engagement and mindset

- Type Coach - a great leadership communication tool to support us individually and collectively as a team
- Mindful Leadership Presence
- 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 Becoming a High Value-Add Team

Leveraging the team strengths, and increasing capacity to collaborate together

- Use Type Coach Team Report & Type to Type to consider feedback and communication
- Identify areas that need attention including possibly team purpose, goals, roles, relationships with stakeholders (internal and within the community)
- Strategies for building trust and psychological safety in our teams

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WHAT DOES THIS PROGRAM INCLUDE?



3 Residencies of 2-3 days through the year for team learning (September, December and TBD - April or May 2026)



3 check-ins via ZOOM pre (August), November 2025 and February 2026 to ensure ongoing application of learning



TypeCoach Verifier and Access to all the supports and team materials on the site



Password-protected webpage with resources and session notes



Customized workbook, journal and support materials



Additional 1:1 Coaching introduced in December

SUGGESTED SCHEDULE AND SESSION CONTENT

(Always open to adjust as the learning evolves)

RESIDENCY 1
Sept. 17, 2:00pm
to
Sept. 19, 1:00pm

DAY 1: Sept. 17 (half-day)

Transformational Communication - Setting up our work (values, Artifacts, Agreements); Leadership Presence

DAY 2: Sept. 18 (full-day)

Transformational Communication: Curiosity - Leadership Superpower; Type Coach & Team - Preferences; Coach-like Leadership - Levels of listening - Leadership Strengths; Effective Questioning

TEAM: PH - BLOG HVT - Intro to High Value Add Team & Charter

DAY 3: September 19 (half-day)

Creating Psychological Safety; Pulling the learning together and setting direction for the fall work - individual and team leadership challenges

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SUGGESTED SCHEDULE AND SESSION CONTENT (Continued)

<p>FALL CHECK-IN Nov. 6 10:00-11:00am</p>	<p>ZOOM with team; based on our commitments from Residency 1</p>
<p> New date: Nov 13</p> <p>RESIDENCY 2 Dec 11 - Dec 12 Full Days</p>	<p>DAY 4: Dec. 11 (full-day) Transformational Communication - Type Coach & Team - Temperaments; Team - revisit the charter</p> <p>DAY 5: Dec. 12 (full-day) Coach-like Leadership - Introduction to the GROW model, demo and practice; Introduction/Orientation to 1:1 Executive Coaching; Type and Stress</p> <p>TEAM: Continue with Team Charter - Purpose, Goals, Success Criteria ; Set the Course for the Winter</p>
<p>WINTER CHECK-IN Feb. 12, 10:00-11:30am</p>	<p>ZOOM - 60-90 minutes - Checking in on Team Charter goals and individual/team leadership work</p>
<p>RESIDENCY 3 Dates TBD Full Days</p>	<p>DAY 6: TBD (full-day) Transformational Communication - Feedback - Triggers, Giving and Receiving, Models, and building a simple '360'. OR Communicating and Managing Change</p> <p>TEAM: Effective team meetings - engaging our teams more effectively</p> <p>DAY 7: TBD (full-day) Learning as the Core Team Discipline - Keeping the learning going Capturing the learning, planning next steps - individually and as a team.</p> <p>Celebration!</p>