

PROGRAM OUTLINE

EXCEL (Excellence in Coaching and Engaging Leadership)

Senior Leaders - York Regional Police - 2025-2026

THE VISION

From October 2025 to May 2026, participants will:

- Continue to grow their awareness and learn skills and strategies to strengthen and support their best work as Senior Leaders.
- Use Michael Bungay Stanier's book, The Advice Trap to explore 'coach-likeness' as a leadership tool.
- Develop skills that emphasize increased curiosity and offering advice a little more slowly, such as deeper listening, more effective questioning, and a coaching model to support the learning.
- Continue to deepen their understanding of communication through further exploration of Type Coach in coaching.
- Consider some more nuanced ideas for Senior Leaders such as power, dualities of leadership, leveraging the strengths of the team, managing challenging conversations, etc.
- Apply and practice skills and strategies, particularly those related to being more 'coach-like'.
- Have the opportunity to participate in one-to-one coaching to build capacity to be more 'coach-like'.
- Together, co-create the plan for meetings. They will also set personal goals.

WHAT DOES THIS PROGRAM INCLUDE?



5 full-day off-site sessions with the full group (Oct. - May)



60-90 minute check-in (Feb./March, ZOOM)



Opportunity to choose one-to-one leadership coaching



Password-protected webpage with resources and session notes



Customized workbook and support materials

PROGRAM OUTLINE

SUGGESTED SCHEDULE AND SESSION CONTENT

October 8	<ul style="list-style-type: none">• Setting Up Our Work Together• AME - Awareness, Mindset, Engagement• Leadership Strengths (and practice listening)• Values - and the importance of clarity• Intro to MBS and being more coach-like
November 27	<ul style="list-style-type: none">• Type Coach - Preferences• Beliefs and Assumptions - The stories we tell ourselves• Effective Questioning - How, what, applying our learning• Managing Change - Hard and easy change - other theories• Engaging our team - Check-ins
January 7	<ul style="list-style-type: none">• Mindful Leadership Presence• Type Coach - Coaching the 16 types• Intro to Coaching• Coaching - GROW model• Setting up one-to-one Executive Leadership Coaching for those who want it
February 12	<ul style="list-style-type: none">• Check-in (60-90 minutes)• Smaller team - learning, leadership challenges, practicing with a coach (ZOOM)
April 16	<ul style="list-style-type: none">• Check-in re: ongoing learning and goals• New learning to support May session• Revisit Trust and Psychological Safety
May 21	<ul style="list-style-type: none">• Managing Change in Culture• Pulling together our learning - Planning next steps in our leadership journey