

EXCEL (Excellence in Coaching and Engaging Leadership) Senior Leaders ~ York Regional Police ~ October 8, 2025

HOPES



PERSONAL/ME

- Momentum is kept along the way
- Be able to “pause” more often!
- Learn to slow down and take the pause
- Feel Inspired
- Greater understanding of my leadership strengths
- Be able to put learning into practice
- Work on my leadership challenges
- Gain confidence
- Clarity in how I define success
- Feel a difference

GROWTH
AWARENESS
BOUNDARIES



OTHERS/RELATIONSHIPS

- Learn how to be an effective mentor/leader
- Deeper connection with cohort
- Better ability to understand others
- Build strong relationships with colleagues here
- Meaningful engagement with others

DEEPEN
IMPACT
DEVELOP
RELATE



TAKE-AWAYS/TOOLS

- Learn more tools to support others in hitting their goals
- Learn new leadership skills
- Lifelong tool kit
- Actionable tips and tricks
- Learn new strategies
- Enhance leadership skills
- Useable learnings
- Learn strategies that I can apply

PRACTICAL
APPLICABLE
LEADERSHIP STRATEGIES



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FEARS



NO ONGOING CAPACITY

- Not enough time to fully engage
- Work gets in the way of progress/change
- Get back to my old ways
- I won't have time/capacity for the program
- There's no time
- Falling back into old routines as not enough time in the day
- Limited time to immerse in this



MORE OF THE SAME...

- This is more of the same
- Not learning anything new
- Not enough new tips that are realistic to implement in police setting
- Fear that this will be another course that I forget about 6 minutes after it's over
- Nothing changes
- Don't learn how to implement long-term
- Not being authentic in the implementation of new learning



PERSONAL VULNERABILITIES

- I'm not actually a (good) leader
- Being vulnerable or judged
- I'm on an island on my own
- Leave our time together without feeling some change/development
- Personal work becomes too burdensome
- Implementing learning points unsuccessfully



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SUCCESS



RELATIONSHIPS

- Walk away with stronger relationships
- Stronger relationships with colleagues
- How to better support members of my team in their journey
- Able to celebrate wins
- Leave as a tighter and closer group
- Leave with additional supports from team; stronger relationships
- Greater understanding of how to work with people different than me
- More cohesive team (organization)
- Strong team of 12 that can rely on each other
- Pop up meetings with cohort to troubleshoot, check in, and connect
- Make a positive impact with others



RESULTS/MEASURABLES

- I apply the strategies I learned
- Learnings have been demonstrated and are easily put into play
- Can use the learnings in personal and professional life
- My team sees a positive change in my style
- I improved my communication style with my team
- Becomes better leader/mentor
- Can see results in practices that may be different from the past
- Recognize and mitigate leadership challenges
- Continue to apply at least three strategies - it doesn't fade.



TAKE-AWAYS/TOOLS

- At least two skills I can utilize and integrate into my everyday
- Tools I can share with my team for them as upcoming leaders
- Tools to assist others in hitting their goals
- Asking "curiosity" questions weekly
- Change one things and regularly practice it in life

