

Preparing your officers to meet the challenges of tomorrow

“Absolutely essential learning for anyone considering filling a leadership/coaching function within their agency.”

*Sgt. Noel Coulas,
North Bay Police Service*

Why police agencies need COACHING

Helping others perform better is what coaches do. The ability to help others achieve their personal objectives and those of their organization is a critical competency in today's police service. Problem-oriented approaches to police work rely on officers helping others solve community problems. Coaching skills can be applied across the organization, at all levels, whenever goals are established and people need help in achieving them. The National Coaching Certification Program (NCCP)

Character
Observation
Assessment
Communication
Help
Integration
Nurturing
Growth

has been training and certifying coaches for sports for many years. Great coaches combine professional development with a personal commitment to excellence in providing leadership.

By applying the sport model to police coaching education, your officers will learn how to help each other reach their personal and organizational objectives.

“What an amazing workshop! Great material, great instructors. Definitely beneficial to every police member.”

*Cst. Shep Amrow,
Halifax Regional Police*

Who should enroll?

The content and application of the **Managing Police Performance: Coaching Skills** program benefits personnel at all organizational levels, **supervisors** and **field coaches** alike. We have had constables, sergeants, inspectors and deputy chiefs participate in the program and all have come away with new skills to apply to the enhancement of their own performance and those they are responsible for coaching.

How does the program work?

Managing Police Performance: Coaching Skills involves an intensive three-day workshop in coaching theory and practice. Workshops are scheduled in various locations across the country as demand dictates. Following the workshop, coaches wishing to be certified must complete a series of assignments by applying their new skills in solving a performance issue. Upon completion, the coach will be issued a Police Coaching Certificate from Dalhousie University which may be used as a credit within the Police Leadership Program.

An individual or agency may opt out of this certification phase and just take the professional development opportunity that the three-day workshop provides. So whether you attend the workshop only, or do the certification assignments as well, you will benefit by learning how to apply the techniques of performance enhancement from sport to the performance of personnel in the field.

Topics covered include:

- team building principles
- team leadership skills
- psychological and physical preparation
- goal setting
- team and group development
- communication skills
- personal and organizational values
- motivational techniques
- personal development planning
- observation and assessment of performance

Fees*

Tuition fee includes participation in the three-day workshop, all materials, and assignment marking during the post-workshop certification phase. Assignment completion during the certification phase normally only takes students 8–16 weeks, however students can have up to one year with permission.

Workshop fees are payable upon registration. Please see our website for current fees. Cheques can be made payable to **Dalhousie University Police Leadership Program**. We also take all major credit cards. If an employer is to be invoiced, a letter of authorization must accompany your registration form.

Financial Information

If you withdraw from a workshop, there will be a full refund less a \$100 administrative fee, provided we receive notification in writing at least 10 business days in advance of the workshop start date. Withdrawals that take place less than 10 business days in advance of the start date will be subject to a \$150 administrative fee. Participant substitutions can be made one or more days in advance for a \$50 administrative fee. No refunds will be given for withdrawals less than five days before the workshop start date.

Please note: special rates can be negotiated for agencies wishing to host a workshop and provide facilities and A/V equipment. Please contact the Program Manager, who will be happy to also give you information on the Certificate in Police Leadership Program and other courses that we offer via distance education.

Workshops will be scheduled in areas where there is a demand, so if you are interested, please be sure to let the Program Manager know. Watch our website for announcements of workshops in your area.

** Students should check the website for current prices and withdrawal policies.*

Registration Form for Managing Police Performance: Coaching Skills for Police Supervisors *(please print clearly)*

Name and rank: _____

☐ new student ☐ re-enrolling student (ID# _____)

Name of organization (and detachment if applicable): _____

Preferred mailing address: ☐ home or ☐ work

Telephone: home _____

work _____

cell _____

E-mail: home _____

work _____

Method of payment:

☐ cheque or money order enclosed for \$ _____

☐ Please bill my employer *(letter of authorization attached)*

☐ VISA ☐ MasterCard ☐ AMEX

Expiry date _____

Please name the location and the date in which you will be attending the three-day workshop:

Location: _____

Date: _____

I have read and understood the Financial Information section and agree to adhere to the regulations therein. (affix signature below)

PLEASE FAX OR MAIL THIS FORM TO THE ADDRESS ON THE REVERSE.

*“This is a program that all supervisors
and prospective supervisors should take. I
learned very practical information that I will
use to help foster a productive and healthy
work environment.”*

*Cst. Dave Emberley, RCMP,
St. John's*



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Meet the Development Team

Ted Herbert – Senior Advisor, Government of Ontario

Ted conceived of the Police Coaching Certificate program based on his 17 years of experience as a police educator with the Calgary Police Service. There, Ted was responsible for education and maintenance standards for physical fitness within the service and designed the Values Based Recruit Training Curriculum. He developed the Managing Police Performance: Coaching Skills program while he was director of the Dalhousie University Police Leadership Program.

Ted combines his direct police experience with years of training and practice as a coach in many sports including youth soccer and basketball, high school track and field, and football. He is a highly regarded national and international coach in the sport of bobsleigh, having coached high performance athletes and Olympians.

Merry Miller – Sports and Performance Psychologist

Merry is a Master Course Conductor in the National Coaching Certification Program in Canada. She has coordinated workshops for all coaching levels in many areas of Canada. As a course conductor she is nationally recognized for her expertise in providing good educational programs for coaches in all sports and for supervising advanced level tasks for certified coaches from the developmental to the elite level.

As a coach, Merry has been responsible for improving the performance of swimming athletes and of soldiers. As a psychologist, she has assessed, diagnosed and treated performance problems in athletes from a variety of sports and with a variety of performance obstacles. As a teacher, she has instructed courses in sports psychology to students in the Masters of Coaching Program at the University of Calgary.

Jim Sellers – Policy Dynamics Group, Consultants

Jim is a professional policy consultant who specializes in adapting new methods to old problems. He has worked with various governments and educational institutions in developing policies that meet the needs of a changing political and educational landscape. His skills and experience have been instrumental in designing a program that will meet the needs of the organizations that we serve.

About Dalhousie University

Dalhousie University is located in Halifax, Nova Scotia, on Canada's east coast and is one of the country's leading universities. The Faculty of Law is one of the most prestigious in Canada and the School of Business has a great reputation for turning out graduates who can apply their knowledge to improve any organization. A longstanding tradition at Dalhousie is a strong emphasis on public administration and the Certificate in Police Leadership is an extension of that tradition. The Certificate Program features 11 courses, all offered by distance education. Courses are designed to provide police personnel with relevant, state of the art, police-specific knowledge prepared and presented by a group of educators dedicated to excellence in teaching.

*“By far the best practical course
I have taken...”*

*“...should be a mandatory workshop for
all NCO's.”*

“...very applicable to the job...”

“...very motivational.”

*“...one of those courses that I will keep in
my back pocket throughout my policing
career.”*

*“... this course has given me the
most resources for my day to day
work than any other.”*

Certificate in Police Leadership Program

Managing Police Performance: Coaching Skills for Police Supervisors

*A workshop that explores strategies
for improving individual and group
efficiency and effectiveness*



*College of
Continuing Education*