



PSB

HR Committee Meeting

OPS Talent Development Program
May 19, 2021



Talent Development Strategy



All Members

People Leaders

Sr. Leaders

2021-2022

2022

2023+

Competency Framework

Promotions

True Succession

Degreed Platform

Leadership Dev.

Mentorship

Performance Management

Coming May 31, 2021:

Universal Competencies

1. Selfless Leader
2. Emotional Intelligence
3. Integrity-Driven

+

Universal/Role Family
Skills

Degreed Upskilling Platform



Mentorship



FLD Pilot

- 6 month duration (October 2020-April 2021)
- 21 pairs matched by available/desired skills
- Six 1x1 sessions + over a dozen learning events

Additional Pilots

- New Recruit Pilot (in progress)
- Civilian Pilot (launching Fall 2021)

Org-wide launch Target 2022

Promotions Review: Target Q4 2021

- Open, fair, consistent and transparent;
- Reflects the diversity and evolving needs of our members and the communities we serve and protect; and
- Enables the Service to identify the very best future leaders

Leadership Development Program: Pilot 2022

- Experiential blended learning program focusing for new and aspiring leaders

Thank You

OTTAWA
POLICE

Question?

