Security & Law Enforcement · SL153

Coaching Skills for Police Supervisors

Paris · 23 - 27 Nov 2026

Date	Venue	Duration
23 - 27 Nov 2026	**Paris**	**1 Week**
Fee	Ref	Language
£5,150 GBP	**SL153**	**English**

Introduction

This Coaching Skills for Police Supervisors training course will assist participants in improving their coaching, mentoring, performance review, and interaction skills with colleagues, line managers, stakeholders, and service users. Helping others reach their full potential is an important leadership skill; this course will assist participants in recognising and supporting the development of themselves and their employees.

It will allow participants to think about their learning, coaching, and mentoring styles and how to best adapt them to any given coaching/development situation, such as a difficult staff appraisal. This highly interactive course explores underlying theories and best practices, allowing participants to practice knowledge and skills in a safe learning environment before identifying the time, place, and opportunities to transfer learning back into their workplace.

Communication, body language, cultural considerations, contracting, and required skills will be explored and contextualised within the culture and context of 21st Century Policing.

This training course will highlight:

- Coaching and Mentoring – Similarities and Differences
- Understanding Self and Others - using a Myers Briggs Type Instrument (MBTI) to explore delegates preferences including Communication and Leadership
- Coaching Models and Processes
- Coaching in Action
- Learning into Action – Planning for Success

Course Objectives of Coaching Skills for Police Supervisors

By the end of this training course, participants will be able to:

- Understand their preferences (MBTI) and how to adapt these to people and situations
- Plan and prepare a coaching session
- Deliver coaching sessions
- Recognise differences and similarities of coaching and mentoring

- Develop an action plan to support the transfer of learning back into the workplace

Course Methodology of Coaching Skills for Police Supervisors

This Coaching Skills for Police Supervisors training course will be highly interactive employing group and individual work, video and audio clips, and team exercises with opportunities for the participants to practice skills and knowledge in a safe learning environment. During the course, the participant will coach and be coached to gain a deeper understanding of the process, techniques and challenges.

Organisational Impact of Coaching Skills for Police Supervisors

Policing is a service built on effective communication and coaching as a form of communication that supports personal development and performance improvement.

Impact on the organisation from the participants in attending this Oxford Coaching Skills for Police Supervisors training course includes the following benefits:

- Improved staff confidence leading to improved performance
- Improved communication skills with a focus on questioning and listening
- Develop feedback skills to improve performance
- Recognise coaching and mentoring as tools to develop the performance of staff
- Improve organisational appraisal processes
- Identify communication tools and situations in which to apply them to the best effect

Personal Impact of Coaching Skills for Police Supervisors

This training course will focus on key aspects of coaching, which will assist the participants in their professional and personal life, helping to identify, plan, and realise their goals, as follows:

- Enhanced self-confidence, improving personal, and professional relationships
- Provide with a suite of communication tools and how to utilise the best effect
- How to employ coaching and mentoring to support personal development and career goals?
- Help develop appraisal and goal-setting skills
- Improved communication skills
- Help with action planning and turning plans into actions

Target Audience of Coaching Skills for Police Supervisors

This training course is aimed at all levels of Policing Leadership, whether you are front-facing or in support roles. It will significantly benefit the following:

- Team Leaders
- First Line and Middle managers
- Senior Leaders
- HR Professionals and those in teaching / training roles
- Support Functions
- Specialist Roles including Traffic Officers and Criminal Investigations

Course Outline of Coaching Skills for Police Supervisors

DAY 1

Coaching and Mentoring (C&M) in Policing

- How we Learn?
- C & M as a Process – Differences and Similarities
- Leadership and C&M
- Communication Skills including Questioning
- Cultural and Contextual Considerations
- C & M Skills

DAY 2

Coaching Models and Theories used in Policing

- Processes and Models
- Planning and Preparing
- Contracting and Confidentiality
- Emotional and Political Intelligence
- Individual and Team Coaching in Action

DAY 3

Emotional Intelligence and Understanding Self

- An Emotional Intelligence Self-assessment Process with Group Exercises will Explore Personal Preferences
- Emotional Intelligence and its Application to Policing
- How your personal preferences shape your interactions with others?
- Benefits of Diverse Organisations
- Understanding Self and How this Influences Your Coaching Style and Approach

DAY 4

Coaching in Action I

- Having a Go
- Planning and Preparing your Coaching Session
- Giving and Receiving Feedback
- Being Coached
- Debriefing

DAY 5

Coaching in Action II

- Having Another Go
- Coaching in Action
- Feedback and Debriefs
- Learning Transfer
- Action Plans and Continued Professional Development

Register or ask about this course online

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