



TRADITIONAL EXCELLENCE

HUMAN PERFORMANCE

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To:

OTAB

4 August 2021

TACTICAL TEAM LEADER'S COURSE

3 to 7 October 2021 @ Kingston, Ontario

- a. **Background:** Since 2005, Steve Nash and Traditional Excellence have collaborated with O.T.A.B. to create and conduct the very best possible **Leadership** course focusing on the development of senior constables preparing to take on next level rank/roles in the tactical law enforcement community of Ontario/Canada. Over the years, the program has morphed and grown to match the requirements of O.T.A.B. and its members.

In 2017, a version of this course was also conducted for TacWEST, supporting Tactical Law Enforcement in Western Canada.

Over the years, this course has enabled and developed more than 115 leaders for tactical policing in Ontario, many who have continued to rise in position/rank/influence in their respective organizations, to the benefit and safety of Canada/Canadians.

As such, the 2021 Tactical Team Leader's Course (TTLC) is updated for conduct in October, according to the details below.

- b. **Location:** In the Kingston, Ontario area, at RKY Camp and other supporting locations. (*Exact reporting address and location to be confirmed with Joining Instruction by 26 September 2021.)

c. **Dates/Times:** (apart from **COURSE START** and **COURSE END**, all other timings are approximate and may change on short notice according to learning/training requirements)

- (1) Reporting window for **COURSE START**: 1845 to 1855 hours, 3 October 2021
Initial welcome brief, introductions and initial activities will occur from 1900 to 2100 hours.
- (2) Day 1 = 4 October, 0600 to 2200 hours (including group fitness, classroom and 'homework' time, with 3 x meals plus 2 x coffee breaks)
- (3) Day 2 = 5 October, 0600 to 2200 hours (including group fitness, classroom and 'homework' time, with 3 x meals plus 2 x coffee breaks)
- (4) Day 3 = 6 October, 0600 to 2200 hours (including group fitness, classroom and 'homework' time, with 3 x meals plus 2 x coffee breaks)
- (5) Day 4 = 7 October, 0600 to 1400 hours (including group fitness, classroom and 'homework' time, with 2 x meals plus 1 x coffee break)
- (6) Departure window at **COURSE END**: 1430 to 1440 hours, 7 October 2021

d. **Participation:**

- (1) This workshop is designed to enable those tactical constables considered suitable for team leader and higher positions within their respective organizations, as well as those already in the roles of team leaders and the ranks of Sergeant and Staff Sergeant who have not yet completed this program.
- (2) **Minimum # of participants** required to conduct the course (as of 20 September 2021) is **12**
- (3) **Maximum # of participants** for this course is **20**. Note that Course Director reserves the right to invite other similar participants to this course, with awareness and agreement of OTAB.

e. **Course Topics:**

With a focus on interactive and engaging sessions, linking relevant theory to best practices, topics will include:

- (1) Team Dynamic and Human Development
- (2) Leadership, Management, Command, and Administration
- (3) Maximizing Communication for Success
- (3) Challenge Engagement thru Decision Making to Action
- (4) Understanding and nurturing EXCELLENCE to enable growth, learning and success
- (5) Engaging/Maintaining Individual and Group Awareness toward generating true Resiliency
- (6) Consideration and understanding of Tactical Law Enforcement in 21st Century Canada
- (7) Mindfulness, Mental Health and Surviving Trauma (viciarious and otherwise), Critical Incidents, Compassion Fatigue and the very real personal/professional world
- (8) Understanding group and individual fitness/health
- (9) Consideration and reaffirmation of dedication to the special nature of Tactical Law Enforcement and larger Policing community
- (10) Consideration of Character, Intent and bona fide Skills for Tactical Law Enforcement and Policing
- (11) Understanding and maximizing Human Performance Under Stress
- (12) Surviving conflict, Mentoring others and Succession Planning
- (13) Diversity, Inclusivity and Equity in Tactical Policing
- (14) Other topics provided by participants and guest speakers

f. **Course Learning Methodologies:**

- (1) Interactive presentations and purposeful, energized discussion
- (2) Various small group leadership/team dynamic challenges
- (3) Group fitness (daily)
- (4) Guest speakers x 3
- (5) Peer to peer presentations
- (6) Daily assigned Leadership tasks
- (7) Readings and relevant follow up review/discussion
- (8) Participant journaling
- (9) Communal meals, and shared basic accommodation

g. **Cost:** *to include all training, 11 meals, coffee/drinks/snacks, shared basic shared accommodation, handouts, references, certificate and course memorabilia.*

- (1) \$1400 plus HST = \$1582per participant
- (2) \$100 discount (\$1469 total) for 2nd and other additional participants from a single service
- (3) All fees will be confirmed by Steve Nash/Traditional Excellence on contact from service training representative.

h. **Other:**

- (1) Contact Steve Nash for information/booking at info@traditionalexcellence.com or by Cellular (leave voice or text message)
- (2) The TTLC Event Participation Request Form will be forwarded by email to each interested service/participant for completion and return with full payment not later than 12 September.
- (2) Joining Instructions will be provided not later than 26 September via attachment to an email for each participant.
- (3) All participants are expected to arrive fit, motivated and ready to take on challenge, growth and learning amid their professional peers. Further, participants will be expected to be qualified/current in all bona fide tactical skills, according to their team/service status/role(s).
- (4) **ANY** injuries, allergies and/or prescribed medications (minor or otherwise) will be provided to Steve Nash before training commences.
- (5) Participants will sign a **Liability Waiver** on arrival. Further, they can expect to consider and sign for authorization to be featured in photos and videos, during the course training activities.
- (6) All participants **MUST** arrive fully vaccinated for COVID19 with **NO** related symptoms or contacts within 10 days of **COURSE START**.
- (7) From Course START to END, participants can expect to be sequestered within designated boundaries with their peers in order to best ensure safety and to enable learning.
- (6) Cellular phone/device access will be purposely limited by schedule and a 'DUTY CONTACT #' will be provided in the Joining Instruction. (**Expect NOT MORE THAN 10 minutes of cellular device access/24 hours**)
- (7) **No** alcohol or non-prescribed drugs will be allowed for any participant (or staff) **within 12 hours of course START and throughout the course.**

I look forward to any comments, questions or suggestions you might have.

Thank you for your ongoing dedication to keeping Canada and Canadians safe.

Regards,

Servitium ad glossarium, fidem et excellentium.



Stephen (Steve) Nash

BA, BEd (Outdoor/Experiential Education)

MDS (Close Quarters Combat), **MEd** (Educational Leadership)

Lieutenant Colonel (retired), CD1

Formerly of The Royal Canadian Regiment and Canadian Special Operations Forces Command

Director/Chief Instructor

Traditional Excellence Human Performance