TRADITIONAL EXCELLENCE
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To:

OTAB

For awareness and follow up by:

Prospective Participants and their Respective Services

17 March 2026

TACTICAL TEAM LEADER'S COURSE

10 to 14 May 2026 @ Blue Mountain, Ontario

a. ***Background***: Since 2005, Steve Nash has 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. Originally, the course was supported by Canadian Special Operations Forces Command as an extension of the 'support to domestic law enforcement' mandate, and Steve connected the course to Traditional Excellence after his retirement from service in 2009. Over the years, the program has morphed and grown to match the requirements of O.T.A.B. and its members.

Over the years, this course has enabled and developed more than 175 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. In 2017, a version of this course was also conducted for TacWEST, supporting Tactical Law Enforcement in Western Canada. Meanwhile, after COVID19 cancellation of the 2020 and 2021 editions, course returned to Blue Mountain Resort as part of the Canadian Tactical Conference conducted by and for O.T.A.B. In 2023, Tac Medics with Toronto ETF joined the program and the following year, key commanders from Canada's Parliamentary Protective Service also connected with the course.

In the spirit of continuing to support and develop Canadian tactical policing, and by extension all policing and the safety/security of Canadians, we are very happy to announce the 2026 Tactical Team Leader's Course (TTLC), in concert with the Canadian Tactical Conference, at Blue Mountain Resort, according to the details below.

b. ***Staff:*** While the course staff will be confirmed on arrival, it is expected to include Steve Nash as Chief Instructor/Program Lead, at least one senior retired operator/officer formerly from Canadian Special Operations Forces Command, as well as other support staff as required, plus a representative from OTAB.

b. ***Location:*** In the Blue Mountain Resort Conference Centre (*Exact reporting address and location to be confirmed with Joining Instruction by 3 May 2026.)

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**: **1805 to 1810 hours, 10 May 2025**
Initial welcome brief, introductions and course activities will occur from 1815 to 2100 hours. * May include overnight tasks/activities on short notice.

(2) Day 1 = 11 May, 0600 to 2200 hours (including group fitness, classroom and 'homework' time, with 3 x meals plus 2 x coffee breaks). * May include overnight tasks/activities on short notice.

(3) Day 2 = 12 May, 0600 to 2200 hours (including group fitness, classroom and 'homework' time, with 3 x meals plus 2 x coffee breaks). * May include overnight tasks/activities on short notice.

(4) Day 3 = 13 May, 0600 to 1530 hours (including group fitness, classroom and close course out with 2 x meals plus 2 x coffee breaks), to end with support to the RUN TO THE SUMMIT event.

(6) Departure window post **COURSE END**: TBC according to OTAB Canadian Tactical Conference Schedule, 14 May 2025.

d. ***Participation***:

(1) This course 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 but who have not yet completed this course.

(2) **Minimum # of participants** required to conduct the course (as of 10 April 2026) is **<u>12</u>**

(3) **Maximum # of participants** for this course is **<u>16</u>**

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 (vicarious and otherwise), Critical Incidents, Compassion Fatigue and the very real personal/professional 'costs' of policing

(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) How to promote innovation, growth, learning, and change through leadership

(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 2 minimum

(5) Peer to peer presentations

(6) Daily assigned Leadership tasks

(7) Readings and relevant follow up review/discussion

(8) Participant journaling

(9) Experiential learning

g. ***Cost***: All fees, payments, and related issues for the course, accommodation, and Canadian Tactical Conference entry/participation will be coordinated directly with and to OTAB via the OTAB/Canadian Tactical Conference website, key contacts, and administrative processes. Traditional Excellence Human Performance has no part in this component and will be paid separately as a contracted professional resource by OTAB/Canadian Tactical Conference.

h. ***Other:***

(1) Contact Steve Nash for additional information (not related to registration, payment, etc) at connect2trex@gmail.com or by Cellular (leave voice or text message) 613 328 3150.

(2) Joining Instructions will be provided not later than 3 May 2026 via attachment to an email for each participant from OTAB on behalf of Traditional Excellence Human Performance.

(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 Chief Instructor, 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) From Course START to END, participants are expected to remain focused on the course aims, expectations, and activities, in order to best ensure safety and to enable best learning/development outcomes.

(7) While course participants can expect to have cellular access when not engaged in course activities, cellular devices will NOT be allowed to be on during ANY course activities, unless excepted by Chief Instructor, Steve Nash.

(7) **No** alcohol or non-prescribed drugs will be allowed for any participant (or staff) **within 8 hours of any course related activity.** Further, course participants can expect to be on shortened designated NOTICE TO MOVE timings as directed by the Chief Instructor, Steve Nash, or by other appointed course staff. Finally, course participants are expected to make the course schedule, activities, and learning their **primary effort** throughout. All course students will be expected to **fully participant in all activities**.

Comments, questions and suggestions can be forwarded to Steve Nash/Traditional Excellence Human Performance either directly or via OTAB/Canadian Tactical Conference staff.

Thank you for your ongoing dedication to keeping Canada and Canadians safe. We look forward to providing a truly world class course and professional learning experience.

Regards,

ServItium ad glossarium, fidem et excellentium.

Stephen (Steve) Nash **BA, BEd** (Outdoor/Experiential Education)
MDS (Close Quarters Combat), **MEd** (Educational Leadership) , ***Ed D*** (Leadership/Innovation)
Lieutenant Colonel (retired), CD1
Formerly of The Royal Canadian Regiment and Canadian Special Operations Forces Command

Director/Chief Instructor Traditional Excellence Human Performance