

# CPD events – foundation, first-line and mid-level leaders

CPD events for police officers and staff working at leadership foundation level and above.

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Leadership events for police officers and staff working at or towards leadership stages one to three of the [leadership standards](#):

- stage one – leadership foundations
- stage two – first-line leaders
- stage three – mid-level leaders

## Leadership events

To book a place at any of the events listed, go to the [leadership learning calendar](#) (you will need to sign in).

These are virtual events held on Microsoft Teams. All events will be recorded and available on the [leadership learning platform](#) (you will need to sign in).

### Wednesday 11 February 2026, 12pm to 1pm

## Is it me...or is it them? Imposter feelings versus bullying and knowing the difference

This webinar seeks to unpacks the emotional toll of imposter feelings and how it overlaps or collides with work environment dynamics.

When your confidence takes a hit, it's sometimes hard to know where the damage is coming from. In this candid session, we'll help you sort through the confusion and outline practical steps to regain clarity, courage, and control. Discover how to recognise the signs, protect your mental wellbeing, and reclaim your confidence.

We're delighted to welcome back Grace Gayle from the joint police reform team, Home Office.

This webinar is aimed at underrepresented groups at leadership stages 1 to 3 (to find out more about the leadership stages visit the [Leadership standards](#)). Underrepresented groups are defined as those whose characteristics are not reflected in policing to the same degree they exist in the UK population.

Don't miss this opportunity to learn more about imposter feelings and learn new techniques to protect your health and boost your confidence.

## **Thursday 12 February 2026, 2pm to 3:30pm**

### **Think like a senior leader**

A practical and inspiring leadership development webinar, featuring Matt Jenkins (Dream and Leap) and Chief Superintendent, Liz Coles (Wiltshire Police), who share candid reflections and real-world lessons from their journeys to senior leadership.

In this session, you'll gain insight into:

- the critical difference between management and leadership – and why mastering both is essential for advancement
- how leadership evolves as you move from managing individuals to leading other leaders
- why character matters – and how to stay grounded through successive promotions
- strategies to ace interviews and demonstrate you're ready to lead at the next level
- balancing your dual role – leading a team while contributing effectively to a wider leadership group
- developing strategic thinking and operating at the level expected of senior leaders

Join Matt as he shares actionable tools and frameworks to accelerate your leadership growth, and Liz as she brings these concepts to life with stories and reflections from her rise through the policing ranks in Wiltshire Police.

## **Wednesday 25 February 2026, 3pm to 4pm**

### **Enhancing wellbeing through PDR: make every 1:1 count**

Discover policing's new PDR guidance, focusing on people-centred conversations and continuing professional development:

- understand how regular PDRs support wellbeing, professional development, and team performance
- explore the shift from a tick-box appraisal to ongoing, meaningful dialogue that puts people at the centre
- learn how PDR aligns with the National Talent Development Strategy, helping everyone realise their potential
- gain practical tips for making PDRs effective and engaging, from planning to follow-up

## **Tuesday 24 March 2026, 2pm to 3:30pm**

### **Coaching – a shift that changes everything**

Discover how person-centred coaching can enhance both performance and wellbeing. In this session, Gemma Edwards-Watson, a psychological coach, mentor and facilitator (The Mindful Practitioner) will share practical tools, mindful habits, and reflective techniques to help you manage burnout, support mental health, and navigate life's everyday pressures.

Learn how a simple shift in perspective transformed Gemma's own journey and how coaching can unlock growth, balance, and resilience in yours.

In this session you will:

- explore the connection between coaching and wellbeing
- understand the foundations of resilience and balance
- reflect on your own personal development

This webinar is aimed at all individuals within stages of leadership 1 to 3 (to find out more about the leadership stages visit the [Leadership standards](#)).

## **Thursday 26 March 2026, 2pm to 3pm**

### **Enhancing wellbeing through PDR: make every 1:1 count**

Discover policing's new PDR guidance, focusing on people-centred conversations and continuing professional development:

- understand how regular PDRs support wellbeing, professional development, and team performance
- explore the shift from a tick-box appraisal to ongoing, meaningful dialogue that puts people at the centre
- learn how PDR aligns with the National Talent Development Strategy, helping everyone realise their potential
- gain practical tips for making PDRs effective and engaging, from planning to follow-up

## Tuesday 31 March 2026, 2:30pm to 4pm

### Future senior leaders: neurodiversity panel Q&A

This live Q&A panel on neurodiversity is part of the future senior leaders series. This is a chance to ask questions and get honest answers and advice from a panel of neurodiverse chief officers who have successfully navigated the journey to executive level.

This webinar is aimed at underrepresented groups at leadership stages 1 to 3 (to find out more about the leadership stages visit the [Leadership standards](#)). Underrepresented groups are defined as those whose characteristics are not reflected in policing to the same degree they exist in the UK population.

You can watch the recordings of past events on the [leadership learning platform](#) (you will need to sign in).

## Tags

Leadership development