

# BCACP/CACP NATIONAL POLICE LEADERSHIP CONFERENCE

## CONFÉRENCE NATIONALE SUR LE LEADERSHIP POLICIER DE L'ACPCB/ACCP

*January 18-20 Janvier 2026*



### **Leadership and Integrity: Shaping the Next Generation of Policing**

The British Columbia Association of Chiefs of Police in partnership with the Canadian Association of Chiefs of Police are hosting the Police Leadership Conference in Vancouver, British Columbia. The 2026 Conference Theme is *"Leadership and Integrity: Shaping the Next Generation of Policing"*.

Great leadership isn't about rank and titles, it's about impact. As leaders and members of the policing and public safety community, it is up to us to address the challenges in recruiting, retention and resiliency which are affecting our organizations.

Aimed at current and future police leaders, this conference will highlight contemporary strategies to address emerging trends in law enforcement. Through keynote presentations, interactive workshops, and candid conversations, attendees will gain practical tools for Ethical Leadership & Accountability, Health & Development, Transformational Leadership with a continuous emphasis on how to reimagine what a career in policing means today and into the future.

Whether you are an experienced executive or an emerging leader, the 2026 Police Leadership Conference will leave you better equipped and inspired to take your leadership to the next level. The event will also have ample opportunities for meaningful networking, to connect with peers who understand the challenges and rewards of leadership today. By engaging in conversations ranging from resiliency to leading edge technologies, we will explore how progressive and creative thinking can further support our cultures, strategies, and organizational growth.

| TIME          | SUNDAY, JANUARY 18, 2026                                   |
|---------------|------------------------------------------------------------|
| 16:00 – 19:00 | Onsite Registration <i>(Regency Ballroom Foyer)</i>        |
| 17:00 – 19:00 | Exhibit Show <i>(Regency Ballroom Foyer)</i>               |
| 17:00 – 19:00 | Delegate Welcome Reception <i>(Regency Ballroom Foyer)</i> |

| TIME          | MONDAY, JANUARY 19, 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| 07:00         | Onsite Registration <i>(Regency Ballroom Foyer)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 07:00 – 18:00 | Exhibit Show <i>(Regency Ballroom Foyer)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 07:00 – 08:15 | Continental Breakfast <i>(Exhibit Area)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 08:15 – 16:30 | <b>Plenary Sessions <i>(Regency Ballroom)</i></b><br><b><i>Master of Ceremonies</i></b> <ul style="list-style-type: none"> <li>Constable Tara Korber, Delta Police Department</li> <li>Corporal Adriana O'Malley, Royal Canadian Mounted Police</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 08:15 – 09:00 | <b>Opening Ceremonies</b><br><b><i>Opening Prayer</i></b> <ul style="list-style-type: none"> <li>Elder Dennis Joseph, Squamish Nation</li> </ul> <b><i>Opening Remarks</i></b> <ul style="list-style-type: none"> <li>The Honourable Wendy Lisogar, O.B.C., Lieutenant Governor of British Columbia</li> <li>Deputy Chief Andrew Chan, M.O.M., Vancouver Police Department; President, British Columbia Association of Chiefs of Police</li> <li>Commissioner Thomas Carrique, C.O.M., Ontario Provincial Police; President, Canadian Association of Chiefs of Police</li> <li>Honourable Nina Krieger, Minister of Public Safety &amp; Solicitor General, Ministry of Public Safety and Solicitor General, British Columbia</li> </ul> |
| 09:00 – 10:00 | <b>50 Points of Wisdom For Today's Leaders</b><br><b><i>Presenter</i></b> <ul style="list-style-type: none"> <li>General Rick Hillier (Rtd.)</li> </ul> <b><i>Description</i></b><br>General Rick Hillier's views on leadership evolved over his three decades as a soldier.                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

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|               | <p>Early in his career he watched as many of his superiors made bad decisions. Later he learned at the school of hard knocks as the head of emergency rescue operations in Canada and international task forces in eastern Europe and Afghanistan. Based on his best-selling book, <i>Leadership: 50 Points of Wisdom For Today's Leaders</i>, Hillier gives audiences a frank, straightforward, and often humorous look at leadership.</p> <p>For Hillier, leadership is all about people—embracing those you are in charge of and winning over those you need to work with—not about risk aversion or management fads. Leaders think long and have a plan. Their actions speak, not their words, and they make their own luck. But leaders also act out of moral courage, take advantage of crises, accept failure and remain perpetually optimistic. Whether on the front lines of a business or in any situation that requires strong communication and vision, leaders go with their gut and make the tough decisions look easy.</p> |
| 10:00 – 10:15 | <b>Forrest Green</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 10:15 – 10:45 | <b>Network Break</b> ( <i>Exhibit Area</i> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 10:45 – 11:45 | <p><b>Inside Taskforce Barrage: Working Towards a Safer Downtown Eastside</b></p> <p><b>Presenters</b></p> <ul style="list-style-type: none"> <li>• Superintendent Gary Hiar, Vancouver Police Department</li> <li>• Inspector (WSE) Kyle Davies, Vancouver Police Department</li> </ul> <p><b>Description</b></p> <p>Taskforce Barrage is a Vancouver Police Department initiative targeting criminal activity in the Downtown Eastside of Vancouver. This presentation will outline the enforcement strategies, key partnerships, and community engagement efforts that contributed to improving safety in the area.</p>                                                                                                                                                                                                                                                                                                                                                                                                                |
| 11:45 – 12:00 | <b>NICHE RMS</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 12:00 – 13:15 | <b>Lunch</b> ( <i>Exhibit Area</i> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 13:15 – 14:30 | <p><b>Extortion Response Leadership Panel: Collaborative Solutions, Investigative Practices and Intelligence Sharing</b></p> <p><b>Panelists</b></p> <ul style="list-style-type: none"> <li>• Superintendent Adam MacIntosh, Royal Canadian Mounted Police</li> <li>• Chief Superintendent Duncan Pound, Royal Canadian Mounted Police</li> <li>• Deputy Chief Mike Procyk, Surrey Police Department</li> <li>• Superintendent Sean Gormley, Peel Regional Police</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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|               | <ul style="list-style-type: none"> <li>Inspector Jonathan Morrison, Edmonton Police Service</li> </ul> <p><b>Description</b></p> <p>During this session panelist will provide a unique perspective as to their experiences with extortion related investigations.</p> <p>The discussion will:</p> <ul style="list-style-type: none"> <li>Highlight innovative policing and partnership approaches that address extortion related crimes;</li> <li>Explore how Frontline Investigators can gather critical information to support these investigations;</li> <li>Showcase Trends and themes across each agency;</li> <li>Encourage inter-agency collaboration and knowledge sharing to address systemic challenges;</li> <li>Share best practices and lessons learned.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 14:30 – 14:45 | AXON                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 14:45 – 15:15 | Network Break ( <i>Exhibit Area</i> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 15:15 – 16:30 | <p><b>Rethinking Police Leadership: Adaptive and Sustainable Approaches for the Modern Policing Landscape</b></p> <p><b>Panelists</b></p> <ul style="list-style-type: none"> <li>Dr. Kyle Handley, Senior Director – Wellness, York Regional Police; Committee Member, CACP Psychological Services Committee</li> <li>Assistant Commissioner Adam Palmer, C.O.M., Royal Canadian Mounted Police</li> </ul> <p><b>Description</b></p> <p>The evolution of policing in the last 20 years has transformed the responsibilities, pressures, and access to police leaders at a pace that far exceeds the decades prior. As police leaders move quickly to ensure their organizations are able to meet the rapidly growing demands of the community, many have found that a reliance on the previous strategies and style of leadership can no longer effectively and sustainably match the expectations placed on them. Drawing on the current research on leadership in policing as well as the diverse experiences of three senior police leaders, this panel will seek to explore the new challenges police leaders are facing, discuss strategies for adapting to the new policing environment, and propose a new way of leading that is in line with the current realities and focuses on a sustainable and healthy approach to the role.</p> |
| 16:30 – 18:00 | Exhibitors Networking Reception ( <i>Exhibit Area</i> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

| TIME          | TUESDAY, JANUARY 20, 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| 07:00 – 13:30 | <b>Exhibit Show</b> ( <i>Regency Ballroom Foyer</i> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 07:00 – 08:15 | <b>Continental Breakfast</b> ( <i>Exhibit Area</i> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| 08:15 – 08:20 | <b>Opening Remarks</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 08:20 – 09:35 | <b>Barriers to Respect: Why Leadership Buy-In and Accountability Alone Aren't Enough</b><br><br><b>Presenters</b> <ul style="list-style-type: none"> <li>• Suhaib Ibrahim, Lawyer &amp; Workplace Investigator, Bernardi Human Resource Law LLP.</li> </ul><br><b>Description</b><br>Despite policies, training, and accountability mechanisms, many police services continue to struggle with building truly respectful and inclusive workplaces. This session explores how systemic and cultural barriers, including hegemonic masculinity, lack of diversity, and fear of retaliation, undermine respectful conduct. It also examines the critical role of leadership buy-in in driving culture change and embedding psychological safety into daily operations. Participants will gain practical tools to foster respectful engagement, support officer wellness, and align leadership behaviour with organizational values.<br><br><b>Learning Objectives:</b> <ul style="list-style-type: none"> <li>• Identify systemic and cultural barriers to respect</li> <li>• Understand why accountability mechanisms often fall short in policing</li> <li>• Explore the role of psychological safety in promoting buy in</li> <li>• Recognize the importance of trauma-informed leadership and officer wellness</li> <li>• Learn how inclusive practices strengthen respect across ranks and roles</li> <li>• Discover strategies to secure and sustain leadership buy-in for culture change</li> <li>• Reflect on how workplace culture impacts both individual well-being and organizational effectiveness</li> </ul> |

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| 09:35 – 10:15 | <p><b>Leading from the Heart - how to lead safe, respectful and productive workplaces.</b></p> <p><b><i>Presenter</i></b></p> <ul style="list-style-type: none"> <li>• Superintendent Raina Siou, MA, Royal Canadian Mounted Police</li> </ul> <p><b><i>Description</i></b></p> <p>Toxic workplaces crush performance. People retreat. Trust evaporates. Leaders feel the weight but often don't know where to begin. Supt. Raina Siou shares her successful Heart Led leadership style in this energetic presentation. Whether you are a seasoned leader or preparing for your first leadership role, this presentation gives you practical ways to build and lead the kind of workplace culture everyone wants to belong to.</p> |
| 10:15 – 10:45 | <b>Network Break</b> <i>(Exhibit Area)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 10:45 – 11:00 | <b>Versaterm Sponsor Session</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 11:00 – 12:15 | TBC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 12:15 – 13:30 | <b>Lunch</b> <i>(Exhibit Area)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 13:30 – 13:45 | <b>Sponsor Session</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 13:45 – 15:30 | TBC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 15:30         | <b>Closing Remarks</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |