

and professional development, and valued their input as to how we could hold each other accountable.

Your work at developing the future leaders, aligning the Executive process, and working with the Police Board on matters of executive assessments has placed the WVPD in a very enviable position. We have effectively eliminated resignations from our department over the past three years. This is largely attributed to the fact that each employee can see themselves as being a leader in areas of innovation, commitment, professionalism, accountability, and service. Additionally, you have played a role in placing our department in the middle of many conversations across Canada as an agency of best practice when it comes to the topic of superior performance and service.

In summary then, I can say that both your executive and corporate coaching has helped us achieve our goals in measurable ways beyond what we would have been able to achieve without your assistance. The return on our investment has been very positive indeed.

I look forward to our continued collaboration in the years to come and wish you well in all of your endeavours.

All the best.

A handwritten signature in black ink, appearing to read 'PA Lepine', with a long horizontal flourish extending to the right.

Peter A. Lepine
Chief Constable
West Vancouver Police Department

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Huangqi Zhang



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