



EXECUTIVE COACHING

ALY VIRJI



Results Oriented Coaching

Aly specializes in coaching executives, police officers, and high performance athletes. He is best known for providing his clients with tangible results, including:

- Increased self-awareness and confidence
- Enhanced relationship management skills
- Improved communication and negotiation skills
- Superior executive presence and emotional intelligence

Coaching Experience

Aly's background includes over 20 years of experience as a coach and personal trainer. In addition to being a Certified Executive Coach and Certified Police Coach, Aly has completed multiple personal training certifications. He has also completed several coaching certifications with the National Coaching Certification Program (NCCP).

As an Executive Coach, Aly is dedicated to coaching, leadership, personal and career development. He helps clients:

- Improve their personal and professional relationships
- Prepare for upcoming career opportunities and/or promotions
- Develop more effective parenting/co-parenting strategies
- Prioritize their own self-care so they can live a happier and more fulfilled life

Professional Experience

As an Adjunct College Professor and University Instructor Aly has extensive experience facilitating, both in person and online learning. At Wilfrid Laurier University Aly teaches: Leadership and Career Development in Law Enforcement; Policing a Diverse and Complex Community; Models of Policing; and Communications for Policing. At Centennial College, Aly teaches: Understanding Today's Workplace; Building Capacity for Inclusive Leadership; and Cultivating Cultures of Inclusion through Organizational Change. Prior to these roles, Aly worked as a professor at George Brown College where he taught several courses including Leadership Communications and Group Dynamics; Professional Customer Service, Speaking with Confidence; and Human Resource Management.

Aly regularly facilitates corporate training on Leadership Development; Managing Mental Health in The Workplace; and Equity, Diversity and Inclusion (EDI) with a specific focus on the unique challenges facing high performers and first responders.

Aly has over 15 years of experience as a police officer, including various leadership roles in which he led organization-wide Equity, Diversity, and Inclusion (EDI) initiatives. Aly was selected to be a member of the Equity, Diversity, and Inclusion Committee of the Ontario Association of Chiefs of Police and was appointed to the Toronto Police Services Board's Anti-Racism Advisory Panel. In addition to teaching, Aly has also presented on topics related to EDI at conferences in Canada and the United States.



Educational Experience

Aly's educational background includes a Graduate Certificate in Executive Coaching; a Master's Degree in Criminal Justice Administration and Undergraduate Degrees in both Kinesiology and Adult Education. Aly is a Harvard-trained negotiator and has completed certificate programs in teaching effectiveness, police leadership, and inclusive leadership. He has also earned designations as a Certified Executive Coach (CEC); Canadian Certified Inclusion Professional (CCIP) and Certified Strength and Conditioning Specialist (CSCS).

Personal Experience

In his personal life, Aly is a single dad to his nine-year-old son, Aydin. Aly knows first-hand that, at times, it can be challenging to "show up" and "be present" when you are feeling overwhelmed or stuck. Aly's lived experiences help him connect with clients who are also managing multiple priorities and looking for ways to be successful in all their important roles.

"Aly is a thoughtful and insightful coach who identifies both strengths and weakness in his clients and most importantly he helps develop techniques to improve in areas that provide the greatest impact. Aly has a unique ability to provide advice on how to tackle difficult issues and understand the many complexities involved in leading a large organization."

• Police Executive (Toronto, ON)

"One of the biggest improvements to my personal and professional life was the introduction of a coach—I didn't even know I needed. When I met Aly, I was already a high performer and yet he saw and cultivated potential I was unaware of! Aly's coaching changed how I navigate the world and improved my relationships at work and at home!"

• President and CEO (Toronto, ON)

"Policing can be a taxing career on people and their personal relationships. Aly helped me understand how to better care for my loved ones and understand how to identify and meet their unique needs. My interpersonal relationships with my partner, child, friends and co-workers are now better than they have ever been in my life."

• Sergeant (Toronto, ON)

"Aly is a calm, pragmatic and intelligent individual who is wise beyond his years. He has helped me to view my life and circumstance as a stepping stone to achieving greater success and has helped me to be more determined in pursuit of my goals. He coaches with kindness, humility and thoughtfulness and has helped me to gain clarity on my personal and professional goals. I have been able to focus on the future and stop dwelling on my past however not losing sight of who I am and my accomplishments achieved thus far. Aly makes himself available and is committed to helping you achieve greatness without judgement. If you are looking for a great coach, look no further."

• (Retired) Senior Police Leader (London, ON)