



IPA & BOTWIP MENTORING PROGRAMME

CERTIFICATE

Kim Anne Hiorth

has successfully completed the International Police Association & British Overseas Territories Women In Police Mentoring Programme October 2024 – September 2025 as a Mentor.

Training Sessions & Webinars:

Webinar A: Introduction to mentorship (1 hr.) Lecturers: May-Britt V. R. Ronnebro, Cantab, Chief Superintendent (Ret.) Swedish National Police and Former International Secretary General IPA and Marie Daly, Sergeant (Ret.) An Garda Síochána & Vice President IPA Ireland.

Mentor – Mentee “one-to-one” Meetings (8 – 12 hrs.)

Webinar I & II: Networking (1 hr.) & Public Speaking (1 hr.) Lecturer: May-Britt V. R. Ronnebro.

Webinar III: Difficult Decisions and Ethical Rules in Leadership. (1hr.) Lecturers: Judith Gillespie, Deputy Chief Constable (Ret.) PSNI and Mark O'Donoghue, Deputy Head/International Police Advisor and International Engagement Lead, UK.

Webinar IV: Personal Growth – Continuous Learning (1hr.). Lecturer: Marie Daly.

Webinar V: International Police Missions (1 hr.) Lecturer: Inger Grete Lia Stålesen, IPA Norway & Former Police Advisor OSCE & Director of Lia Coach and Support.

Webinar VI: Addiction and Mental Health (1 hr.) Lecturer: Lance Valcour, Inspector (Ret.), Ottawa Police & Author and Presenter, Canada.

Webinar VII: Diversity (1 hr.). Lecturer Dr. Geraldine Noone, National Interview Adviser, An Garda Síochána and Director of Forensic Investigations and Training Solutions Ltd, Ireland

Webinar VIII: Wrapping Up and Closure (2 hrs.) Moderators: May-Britt V. R. Ronnebro and Marie Daly.

Issued by the International Police Association #SHEisIPA project and BOTWIP on the 30th of September 2025.

May-Britt V. R. Ronnebro

Co-Manager (IPA Sweden)
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Marie Daly

Co-Manager (IPA Ireland)
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Tanya McLeod

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