

Leadership Programs



LEADERSHIP

Leaders face an uncertain and constantly changing world where demands often exceed the capacity and capability of their teams. Their role is to constantly adapt and improve the way they, and their teams, work to achieve their police force goals and community needs.

Our programs work to enhance their ability to do this through developing:

- **Understanding** of what works for leaders and how they can blend that knowledge with their own unique style to be as effective as possible.
- **Confidence** in their own skills and capability, developing an approach to reflective practice which enables them to constantly consider the outcome of their actions and looking to improve.
- **Communication skills**, building on their emotional intelligence to manage situations, individuals, and their team, reducing stress and improving focus.
- **Networks** of colleagues and partners who can help and support them in their role, enabling them to take on new challenges working well with others and focusing on tasks in hand.
- **Resilience** to the challenges and setbacks that occur, developing approaches to manage their work stress, plan their work to improve their health and wellbeing and be more effective.

Our approach is simple. We work through multiple exercises and workshops providing feedback and coaching to develop individuals' personal capacity. Like a sports coach we work on practice, reinforcing what works and eliminating the less effective approaches. Over time delegates will build the equivalent to 'muscle memory' on the simpler tasks building capacity and space to focus on the leadership challenges.

TEACHING APPROACH

Our teaching style separates knowledge exchange from skills development. Where possible we use new technology to cover the basics, breaking down skills to learn in stages and then exercises to practice and refine. Each of the leadership courses cover multiple modules and can be delivered as a single course or (our favoured approach) as a short modules with work based practice in between.

Our delivery team comprises qualified professionals with experience of leading police as front line supervisors, operational leaders, strategic leaders and at the executive level. They all have considerable experience in teaching leadership and police skills both in the UK and internationally. The team includes Chief Officers from several UK forces, senior leaders from the UK and abroad and front line supervisors including several serving officers. We currently teach leadership skills to new recruits to the Metropolitan Police Service in London, teach to senior investigators in the Kingdom of Saudi Arabia, and to the Vietnamese Police.

We run workshops and conferences involving several thousand people each year on key areas for leaders, and deliver an MSc in Police Leadership and Management for the University of West London.

We have four specific police leadership programs:

Leading your Team; First Line supervisors

Leading for Impact; Operational Leaders program

Leading with Purpose; Strategic Leaders program

Leading your Organisation; executive level

In addition, we can offer coaching and mentoring and action learning sets to develop the skills and capabilities over a longer term.