WAITING

Pearls in Policing

# 2011 – 2012 International Pearl Fishers Action Learning Group

LEGITIMACY
ACCOUNTABILITY
INNOVATION
COHERENCE
Political Influence
TRUST
Partnerships and Coordination
Reactive and Proactive

Pearls in Policing

**Reactive Space**

- External pressures
- Funding
- Culture and bureaucracy

Increasing value
Passionate officers
Preventing tomorrow's crimes
Proactive Space
•Plan
•Partner
•Technology
•Trust

Tomorrow's problems?

# PLAN

- Strategic Planning
- Research and Development

Shared information
Future-proof infrastructure

Complex Environment

Loss of control Emerging threats

Value co-creation

Non-traditional Partners

TECHNOLOGY
Exploited by criminals
Harnessed by Police

# TRUST

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Information explosion
Complex environment
Cross communication
Public
New Media
Media
Private Sector
NGOs
Politicians
Influence on Policing

Police influencing...
Trusted partner
Co-ownership / co-creation
Maximizing value of policing

Relevant partners
Understand sources of influence
1
2
3
4
5
6
Non-traditional partners
Cloud / Crowd
LL07

Skills
Structures
People
STAINLESS
Building the toolkit

General

# Software Update

## Communications 2.0

### Managing the public debate

Estimating time remaining…

Police leader as chief source of influence:

- Lobbying
- Relationship management
- Thought leadership

Going out of your comfort zone

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Public
Private
Partnerships
(Inter)national
Cooperation
Community
Engagement
Public
Sector Joint
Approach

Leadership
→ Stewardship

Synchronicity

Adaptable leadership

Passion vs capacity

Common systems = cohesion

# Ingredients for effective partnership

PROACTIVE
Predictors
Future Thinking
Opportunity
Outliers
REACTIVE
Media
Community Expectations
Budget Restraint
Fear of Change
Risk Adverse
PARTNERSHIPS
People
Academics
Private Sector
Public Sector
Police
Legislation
Political Influence
TRUST

# Pearls in Policing

- Leadership to stewardship
- Strategic workforce planning
- Cultural shift to realize full potential of trust

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Three recommendations

1. Conduct a skills audit in your organisation to ensure a right balance.
2. Critically examine your future environment and refresh your succession management strategy.
3. Seek opportunities for secondments of senior police leaders to other sectors of government and private sectors.

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*Thank you*