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*Seminar 1: The Netherlands (8-14 November 2015)*



*Seminar 2: Hongkong (6-12 March 2016)*



*Seminar 3: Sydney, Australia (5-11 June 2016)*



# Invitation

A learning connection between Pearls

in Policing

conferences facilitating strategic,

professional and personal development

of law enforcement chief executives

Pearls in Policing

2015 - 2016

International Pearl Fishers Action Learning Group (IALG)

## MORE ABOUT PEARLS

Since 2007 Pearls in Policing has brought together law enforcement executives from around the world. Pearls in Policing is the global think tank where top executives in law enforcement meet to discuss the strategic and personal challenges of their organisations. In a small and informal setting, these law enforcement leaders have the opportunity to truly focus on the future of their profession. Wisdom is gained, amongst others by the input of the International Pearls Fishers Learning Group (IALG), intensive debate, working group input and peer to peer consultation.

## THE IALG

The IALG is the learning link between Pearls in Policing conferences and facilitates the strategic, professional and personal development of selected senior officials of law enforcement organisations. IALG participants gather three times a year in different places in the world and use futures-oriented, innovative thinking to explore an emerging strategic issue relevant to the future of policing. The programme concludes when the IALG presents its findings at the annual Pearls in Policing conference.

The IALG is organised and hosted by several partners. Together they form the IALG Programme Management, supported by the host country of the conference. In the past seven years, the Programme Management has been an intensive alliance between the Australian Federal Police (AFP), the Hong Kong Police Force and the Netherlands Police.

## IALG PROGRAMME

Key components of the IALG Programme are:

### 1. The IALG assignment

The starting point is an assignment provided by a representative of the Pearls in Policing conference. The assignment is based on a complex, practical and strategic issue of concern to the Pearls in Policing conference delegates.

### 2. Format

The programme has a unique design where participants meet in person three times during the programme and continue to work and communicate together between seminars on a virtual platform and/or via teleconferences. In each seminar, participants meet with a variety of experts and engage in discussions, debates, networking, field visits and group work.

### 3. Essentials of Action Learning

Participants work together as reflective practitioners on an assignment of strategic importance in a worldwide law enforcement setting. The process involves research, learning and action. This develops a behaviour of questioning and reflection to help individuals better themselves in a rapidly changing world.

### 4. Focus on personal development and international collaboration

Participants will have the opportunity to focus on their personal development while experiencing the challenge of working in an international environment. This enhances participants' competence to work across policing cultures in support of enhanced international law enforcement cooperation.

### 5. Subject matter experts

Participants will be well supported and guided by a team of professionals, including the IALG Programme Management team, educational specialists, academics and a wide range of national and international experts willing to share their knowledge and experience.

### 6. Focus on the future

This action learning programme employs a futures methodology to systematically explore, create and test both possible and desirable futures to improve decision making. Such a process allows law enforcement leaders to discuss and debate possible futures to better prepare their organisations for a broad range of futures.



## OBJECTIVES

By participating in this programme, participants will:

- Become acquainted with futures methodology and techniques;
- Develop a greater knowledge of the threats and challenges facing law enforcement;
- Gain a better understanding of the global, political, economic, social and technological factors that impact the world of law enforcement; and
- Be better equipped as professionals in working effectively in international and cross-cultural settings.

## IALG 2015-2016 SEMINAR DATES/LOCATION

The first seminar will be hosted by the Netherlands Police and the Royal Netherlands Marechaussee from 8-14 November 2015, in the Netherlands. This seminar is designed for participants to get to know one another, and focuses largely on the content in support of the assignment.

The second seminar will be hosted by the Hong Kong Police Force in Hong Kong, China from 6 -12 March 2016. This seminar involves applying a futures methodology to the content of the assignment.

And lastly, the third seminar will be co-hosted by the AFP and the New South Wales Police in Sydney, Australia, from 5 -11 June 2016. This seminar concludes the IALG with a presentation at the Pearls in Policing conference on Sunday 12 June 2016. The IALG will present the results of its research and analysis, together with recommendations on practical strategies police executives may adopt (individually or collectively) to make improvements to their organisations and shape the future.

## PARTICIPANT SELECTION

The IALG will consist of a maximum of 20 senior law enforcement officials from Pearls in Policing participating law enforcement agencies/organisations nominated by a delegate of the Pearls in Policing 2015 conference and confirmation by the Pearls Curatorium.

Prospective participants must fulfil the following criteria:

- Hold a senior position in policing/law enforcement;
- Have a sound working knowledge of the English language as all seminars are held in English without the use of interpreter services;
- Be open to new ways of learning;
- Be willing to explore different and diverse cultural values in order to work effectively in an international learning community;
- Be willing to make a significant contribution to international law enforcement cooperation and networking;
- Be committed and available to complete work assignments throughout the duration of the programme; and
- Be available to attend the full programme and all three seminars.

## Costs

The tuition rate for the three seminars is 5500 euro.

Each organisation is responsible for the travel costs to each seminar location, as well as accommodation and meals where free evenings are included in the programme. Tuition rates include costs associated with guest speakers, training material, in-country transport, site visits, meals included in the programme, and team building activities.

In the case of annulment after registration of participation, the organisation of the participant in question will be invoiced for costs incurred.

## Registration

Delegates of Pearls in Policing conferences are invited to nominate participants. Applications should be received by the Pearls in Policing secretariat by 15 August 2015 (please see attached application form).

