

Pearls in Policing

INTERNATIONAL ACTION LEARNING GROUP 2015 RECOMMENDATIONS

Culture and conditions

1. Understand your organisation's culture and sub-cultures through structured conversations.
2. Nurture and develop the culture and conditions required for organisational sub-groups to best achieve their purpose.

Partnerships

3. For issues that are complex and call for shared responsibilities, resources and expertise, consider partnerships as a solution.
4. Be open-minded when considering potential partners and allow them to be more intimately involved in the policing process, i.e. focus on co-ownership and co-creation.¹

Innovation

5. Make the organisational shift to managing innovation through partnerships to co-creation platforms, make your organisation one that leads the change rather than is led to address the future trends.
6. Embed partnership, innovation and co-creation in your organisation's mission, vision, values and performance measurement.

For the future

7. Consider whether the Police organisation of the future is even an organisation. How could we organise to engage the community in public safety in a way that we are just part of the network / solution rather than providing the entire solution? What conditions would support such an approach?

¹ *Co-creation* describes the approach where partners come together to define the agenda to address common challenges through innovation, particularly in situations where the answers are not immediately clear.