

Pearls in Policing



Assignment 2022 - 2023

International Action Learning Group (IALG)

NEXT-GEN POLICING: THE NEW REALITY

Introduction:

We are part of a dynamic and increasingly complex world. In addition to local and regional pressures, police forces from across the globe continue to be impacted by political polarisation, technological innovation, climate change, the dynamics of global economic inequality, fluctuating economies, world-wide emergencies and global conflict. As we look to the future, police leaders must anticipate to the changes that will occur and develop methods to adapt police operations to remain effective, efficient, responsive and relevant. The next generation of police professionals will face new realities that will offer opportunities for learning and growth as well as significant challenges as they strive to meet their public safety mandate. It is incumbent upon police professionals to prepare for the changes that the future will bring by exploring next-generation policing.

This assignment invites the IALG participants to address the implications of policing an uncertain and complex future. How do we prepare for an ambiguous future where the greatest certainty is change? How do we ensure that the next generation of police officers is equipped to meet the challenges that they will face? How can police organisations prepare for the next generation of offenders? How can police professionals from across the globe work collectively to develop a common vision for policing the future that can be embraced and supported by other sectors?

Assignment:

Identify and analyse the most important trends and issues that will impact next-generation policing with a focus on combating crime and protecting public safety. Consider the geographic regions represented in your IALG group, as well as other regions of the world not represented within your IALG group. Take also the geopolitical environment/s into account and how that affects policing. After identifying and analysing the trends and issues, present your evidence-based recommendations for next-generation policing, and create a future narrative. In this narrative, take into account public and private partnerships across all sectors; innovative and technological approaches; and communication for local, national and global police leadership.

Your recommendations and narrative should build on the work of the previous IALG groups as well as on reports of previous Pearls conferences. Evidence-based practices are encouraged.

In addition to any other area you would like to include, the following questions will guide you in your learning journey:

- What are the most critical challenges that next-generation police organisations will face as they combat crime and protecting public safety?
- How can police organisations adapt their approach to prepare for and address the challenge of rapid change?
- What steps are required to transform police organisations to address these developments?
- What are the most critical challenges that next-generation police organisations will face in attracting and retaining the next-gen police officer? Describe the next-generation police officer. How can we prepare to ensure that we are able to recruit, hire and retain next-generation police officers?
- Describe the knowledge capacity, innovation and technology needs that will impact next-generation policing. How can technological and innovative approaches be engaged to combat crime and protecting public safety?
- Describe the next-generation offender. How will the next-generation offender differ and how can police organisations prepare to address them?
- What ethical challenges do you anticipate as you contemplate next-generation policing? How will you address the challenges?
- How can police organisations collaborate nationally and internationally? How can police engage and mobilise public and private partners in fighting crime and protecting public safety? How can a joint narrative contribute to fighting crime and protecting public safety?

- Provide solutions and recommendations to advance short-, medium- and long-term action.

Format:

By tradition, the IALG assignment is always a complex one that tackles a wicked problem. The exercise is designed to encourage systems and future-oriented thinking. The IALG outputs should be grounded in:

- **Thinking creatively:** The IALG is encouraged to be bold and look for ideas and solutions outside the everyday. Unconventional, creative and future-oriented thinking is an essential part of this assignment.
- **Providing practical advice and tangible strategies or practices:** Although this assignment encourages the IALG to ‘think big’, the ultimate outputs should be clear and tangible. What deliverables can a police leader take home and immediately identify within their own organisation?
- **Determine what works:** How are large organisations in other sectors tackling the same problems that the police will face in the future?

The IALG will present their findings to the delegates of the Pearls in Policing conference in 2023. In addition to the presentation, a “take-away” document that the delegates may share with their own police services will be provided.