



What matters in policing?

Change, values and leadership in
turbulent times

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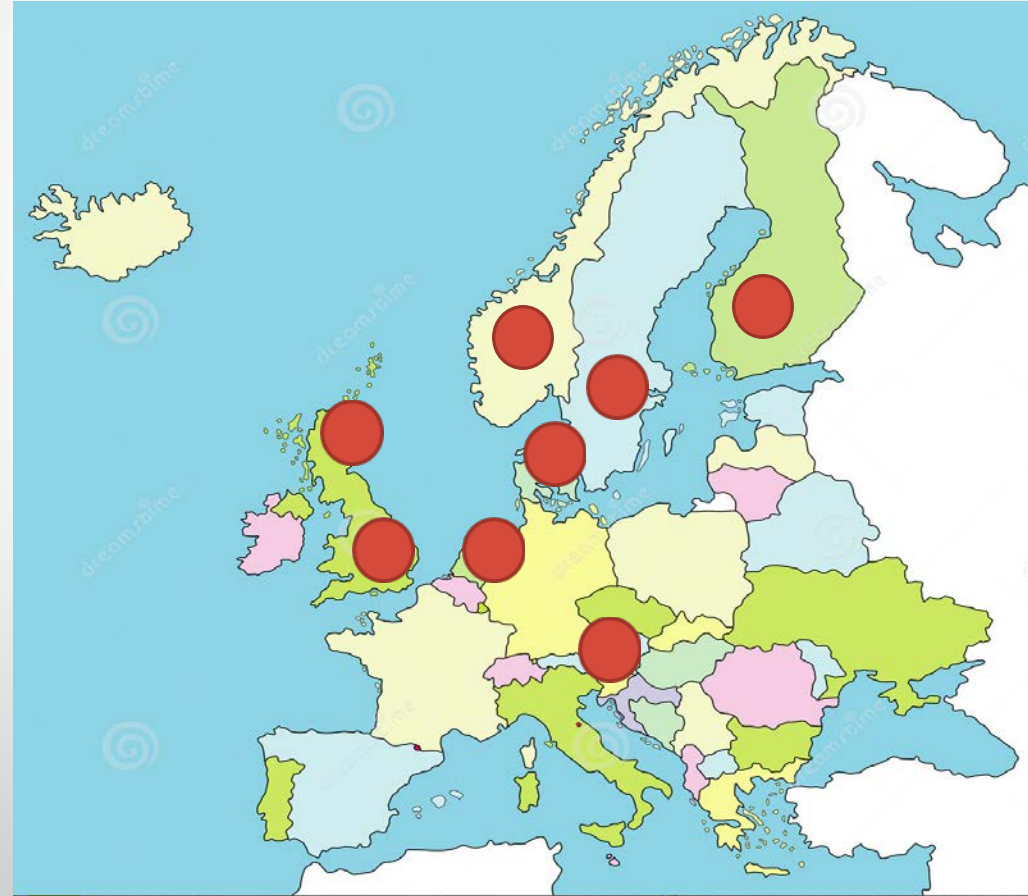
Amsterdam, 4 October 2016

Leadership & societal problems



Here, there, everywhere?

● Major restructuring of the police system



Control versus consent

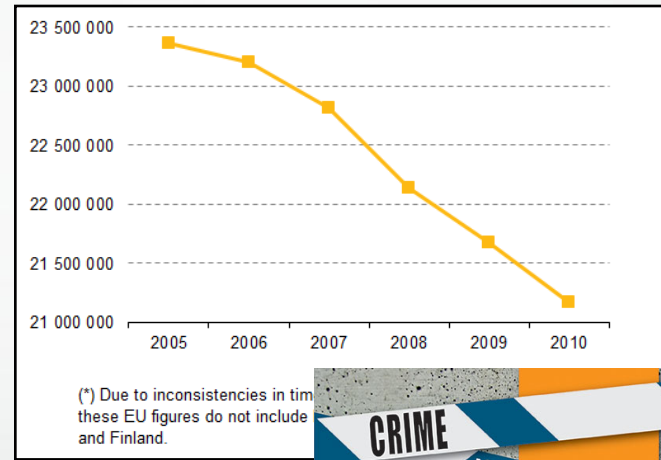
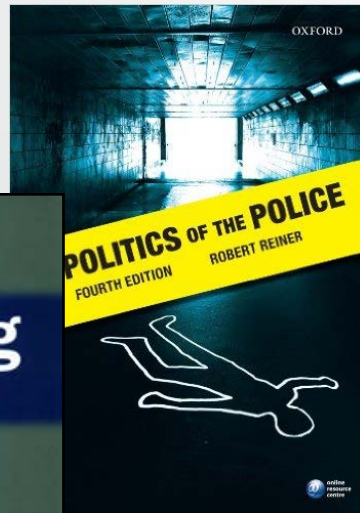
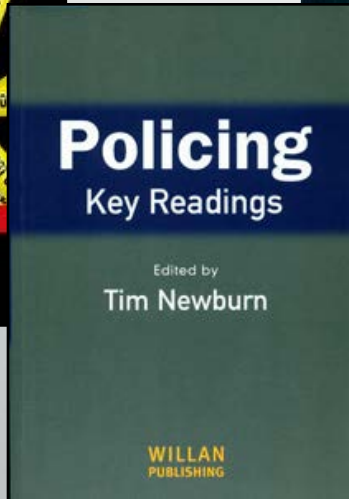
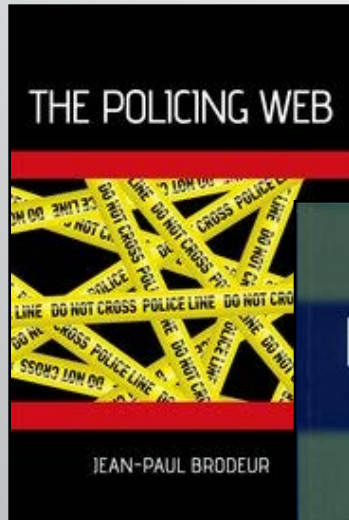


Crime fighting machine



Some people ask why we are reforming the police. For me, the reason is simple. We need them to be tough, no-nonsense crime-fighters they signed up to become...the test of the effectiveness of the police, the sole objective against which they will be judged...is their success in cutting crime

Research versus politics



CRIME IS FALLING

Police Reform is working

4.5 Million equivalent to 2,700

Hours of Police time saved every year

Officer posts including Sergeant and Police Constables*

Police Recorded Crime 50,000**

Crime year ending	Crime year ending
March 2010 4,338,295	March 2013 3,731,338

*Based on the assumption that Sergeant and Police Constables are available to work 1,790 hours a year
 **Representation of Police Recorded Crime - Overall number
 Source: <http://www.cns.gov.uk/cns/re/crime-state/crime-statistics/period-ending-march-2013/index.html>
 Home Office Follow #crimeisfalling

Comprehensive paradigm

control



crime & security management



order maintenance

comprehensive



social welfare & community outreach

consent

“Is police leadership – worldwide – missing the mark?”



“The biggest hurdle for police leadership development is the belief that managing a police organisation is qualitatively and inherently different to leadership in all other organisations”.

Policing as a profession



Requirements for police leadership



Street-level leadership



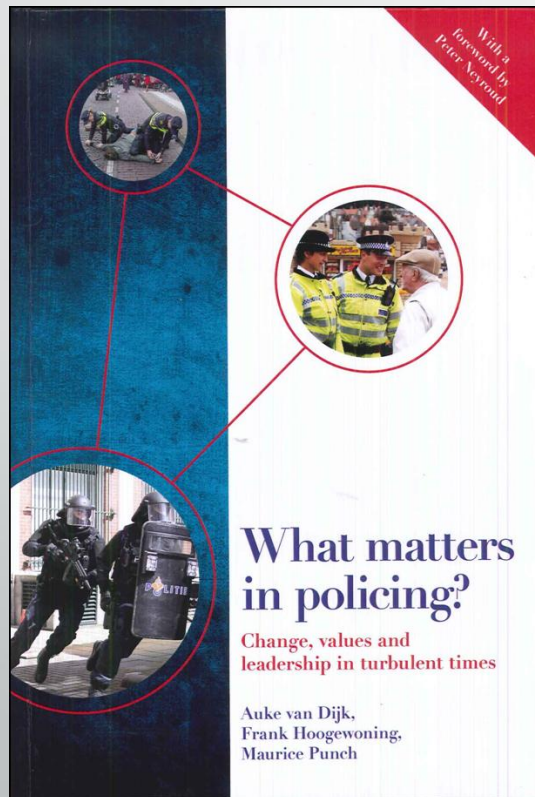
Policing and Research?



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