

# Pacific Leading in Complexity



**PACIFIC FACULTY OF POLICING**

The Pacific Leading in Complexity program is a multi-phase program over four months designed to provide a deep dive into practices required to manage the complexity of policing and public safety leadership. The multi-phased approach allows for the creation of new leadership capabilities to meet today's challenges while deepening the practice of these capabilities overtime.

Caught between traditional structures, roles and practices; rapidly emerging technological, generational and cultural change; and the complex evolution of new political and community expectations, this program helps leaders to quickly assess the effective leadership practice required to make progress in complexity.

This program is designed to encourage you to look at the challenges you face through a different lens, to try new ways of communicating with others and to take time to learn from your experiences along the way.

## Who should attend?

This program is particularly applicable to leaders of leaders (middle to senior leadership roles), leaders of complex projects or situations involving stakeholders across various functions or organisations.

## Participant journey map



## PPTAG Leadership Framework

### Operational Police Standards



**"Shape and mould the foundation of an effective Police Officer"**

- Know and Apply Law
- Use System and Equipment
- Communicate Effectively
- Apply Problem Solving in Police Practice
- Manage Incidents and Offences
- Exercise Ethical and Professional Judgement

### Supervisor / Middle Management Competencies



**"Working together to guide a 'true' course to best meet the need of the community"**

- Problem Solving Decision Making
- Communicate with Influence
- Team Effectiveness
- Job Knowledge and Professionalism

### Executive Leadership Competencies



**"Moving forward with new knowledge to manoeuvre the Police Service towards their future vision"**

- Supervision and Mentoring
- Planning and Organising
- Judgement/ Decision Making
- Strategic Thinking and Planning



**"Setting the course, knowing the way and showing the way"**

- Change Management
- Communicate with Influence
- Team (Organisational) Effectiveness
- Job Knowledge and Professionalism

