Police Leadership for the Future

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POLICE LEADERSHIP FOR THE FUTURE
HISTORY OF AMERICAN POLICING

101

- U.S. system came from English common law
- Early Watchman in Boston 1631
- *Rattle watch* created in New Amsterdam (NYC) 1651
- English captured New Amsterdam 1664 the constable system was born
- Night watch came to be in Philadelphia in 1700
- In the southern colonies formal slave patrols were created
- 1785 Charleston Guard and Watch was formalized with structure, uniforms, etc.
- Modern policing emerged in the mid nineteenth century
- British model of policing established in 1829
HISTORY 101 CONT………

- Slave patrols ended with abolition of slavery 1860(s)
- 1905 first state police agency created in Pennsylvania
- Shortly after came the police car for patrol – radio dispatched
- 1920 August Vollmer-Oakland- worked to professionalize via training
- With corruption rampant O.W. Wilson introduced reforms Wichita, KS and Chicago
- At time agencies led by autocratic leaders
- Uprisings of 1960(s) emphasis on community relations
- Kansas City approach to reactive policing 1970- key time
HISTORY 101 CONT....

- The cost and scope of policing rapidly expanded 1960-70(s)
- In the 1990(s) community policing became a focus-important
- The advancements in technology, data And outcomes explode in 2000(s)
- Changes last 10 years are significant
THE PRESSURES

- RISING VIOLENCE
- HOMELESSNESS
- CRIMINAL JUSTICE REFORM
- STAFFING/PANDEMIC
- MENTAL HEALTH/SUBSTANCE DISORDER
‘No one wants to be a cop these days’; Across Massachusetts, police chiefs say hiring retaining officers is a challenge 6/12/22

Why police forces are struggling to recruit and retain officers- 2/3/22

Americans confidence in police falls to its lowest level in nearly three decades-8/12/20

Small-Town Cops are Quitting in Masse as Police Come Under More Scrutiny-7/28/22

3rd Chicago police officer dies by suicide this month: department prioritizing staff mental health- 7/18/22
THE SCRUTINY of Police

- Deadly Force/Death in Custody
- Militarization of Police
- No-Knock Warrants
- Qualified Immunity
- Civil Asset Forfeiture
- Accountability/Misconduct
- “Police Reform”
- Training Standards
- Body Cameras
- Race/Marginalized Communities
ARE WE IN A NATIONAL NERVOUS BREAKDOWN?

- Recent comments of Michael Smerconish on CNN
- Focused on the view of America look from outside in
- We are polarized, our discourse is not civil, heals of pandemic, stock market crashing, economy, more fearful……..
- Focused on leadership and the lack of strong leadership
- The attacks on leaders- who is there to serve?
- Impact on policing and leadership?
THE IMPACT ON THE PROFESSION

- Chiefs are leaving - “not the same”
- The great resignation
- Agencies are struggling to staff
- Stress and the damage is real
- In some spheres cynical workforce
THE EXPECTATIONS
“Divisiveness is becoming a defining leadership challenge of our times” - HBR September-October 2022
OPPORTUNITY FOR CHANGE

- TRUST
- COLLABORATION
WHAT CAN BE DONE FROM NLC?

- Insurers have influence/give sense of urgency
- Continue to support through model policy, training opportunities, etc.
- Academic and research partnerships
- Become more strategic in development of leaders
- Encourage targeted development
- Under write leadership summits focused on critical issues
- Give voice to the profession
- Create/reward accreditation
REQUIRES LEADERSHIP
Questions?

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