



NLC-RISC RISK INFORMATION
SHARING CONSORTIUM




Police Leadership for the Future

Tuesday, October 18th | 3:15 PM



POLICE LEADERSHIP FOR THE FUTURE





JW LEADERSHIP CONSULTING

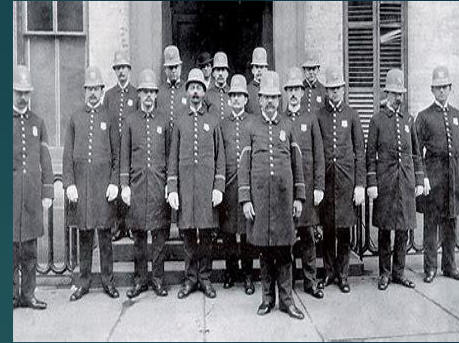
COL. JAMES W. BAKER (RET)

PRINCIPAL/DIRECTOR

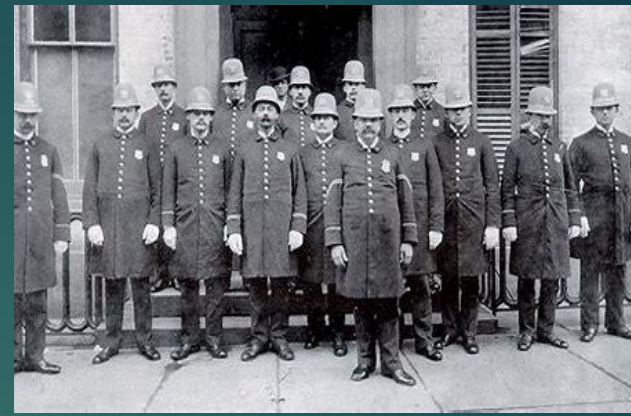
HISTORY OF AMERICAN POLICING

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.....



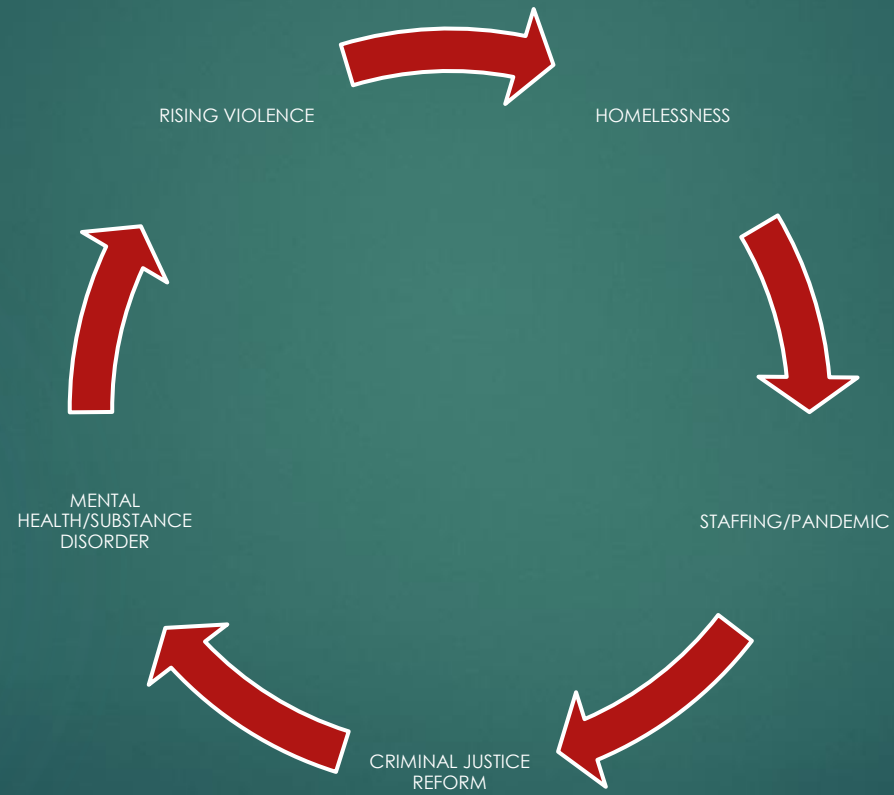
- ▶ Slave patrols ended with abolition of slavery 1860(s)
- ▶ 1905 first state police agency created in Pennsylvania
- ▶ Shortly after came the police car for patrol –radio dispatched
- ▶ 1920 August Vollmer-Oakland- worked to professionalize via training
- ▶ With corruption rampant O.W. Wilson introduced 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

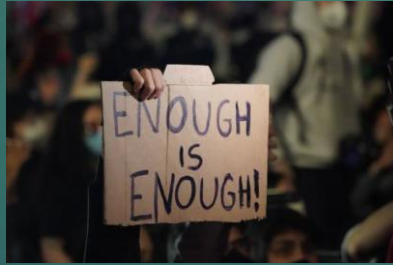
HISTORY 101 CONT....



- ▶ 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.....





THE HEADLINES

- ▶ *'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

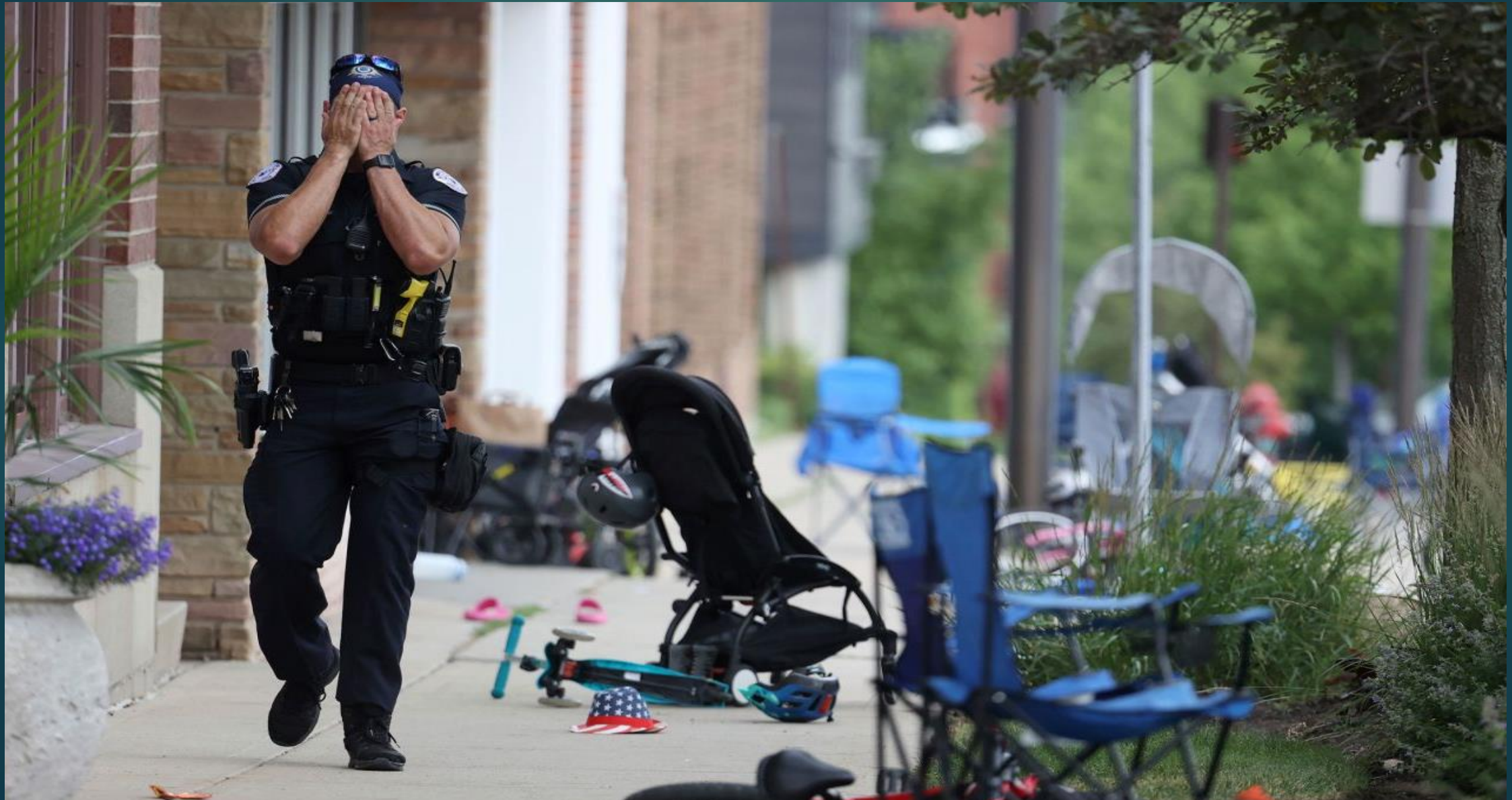
ARE WE IN A NATIONAL NERVOUS BREAKDOWN?

- ▶ 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, heels 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?

- ▶ jwconsult@comcast.net
- ▶ www.jwleadershipconsulting.com
- ▶ 802-733-1055