

International high level conference for police leadership: Professionalism, Legitimacy and Diversity

Professionalism, Legitimacy and Diversity

25th – 27th September 2011
Police Academy Apeldoorn –
The Netherlands



Editorial by Ineke Stam, president of Politietop Divers, naar een duurzaam perspectief (Diversity in police management, towards a sustainable perspective).

The preparations for the conference are in full swing! Legitimacy, professionalism and diversity: these core values together form the theme for this conference: values that are closely related. Particularly if the police organisation wishes to establish connections with the multiform society in which they work while at the same time operate on the basis of a political task. While there are major differences between the governments and the police organisations in Europe, there are also many common issues. The recent events in Norway demonstrate convincingly that a loving approach by the government has a connecting effect on society. The call by the prime minister of Norway, Jens Stoltenberg, to "exercise wisdom and respect in everyday conversations about the immigration policy" affects every country in Europe and beyond.



As the host country, at this conference, we would like to take you along in cross-border common diversity themes and discuss effective strategies. A large number of participants have already signed up! Two-thirds of the EU member states have assembled their delegations, and in addition to representatives of the police, various chain partners will take part. This varied composition is sure to produce some interesting discussions! You are more than welcome to attend.

Our keynote speakers

Lord Blair of Boughton and former Commissioner of the Metropolitan Police



Morten Kjærum, Director of the European Union Agency for Fundamental Rights



Professor **Halleh Ghorashi**, Professor of Diversity Management and Integration, Department of Organization Sciences, VU University Amsterdam



Limited spots still available

At this time, there are still a few spots available for the conference. Of these spots, 2/3 have been reserved for our international guests and the other 1/3 spots are available for any Dutch colleagues. So, don't delay! The deadline for registering is 1 September 2011 and can be done via this link:

<http://www.politietopdivers.nl/category/international-conference>

Ruud Bik: Diversity makes organisations more effective

According to Ruud Bik, Chief Constable of the Netherlands Police Agency (KLPD), Internationalisation portfolio holder from the Council of Chief Constables and chairman of the Advisory Board, the question is why you want to have a diverse organisation.



The slogan "To make things better" is already in use, otherwise I would have named that as the reason why people should attend this international conference. I know from experience that diversity makes an organisation more effective. A great deal of research has been done that supports that fact. And by diversity, I don't just mean more women or more minorities, but an organisation that is composed in the most complementary manner possible. And, of course, women and minorities are part of that."

It's about the power of the idea. "Allow yourself to be inspired by the experiences of others; by ideas that you have not heard before and from which you might benefit. It's about inspiration. The power of the idea is convincing and if people can make that idea their own and wish to add value to that idea, then this conference will have been a success."

The workshops in a nutshell

Professionalism, Practising high standards: critical encounters

This workshop will provide an inter-active setting in which to explore the dynamics at play in police identity checks or stops, and then examine management and leadership strategies for improving both the fairness and effectiveness of these powers as they are used by officers in the streets every day.

Professionalism, Preventing excesses

The focus of this interactive workshop is the diversification of society and its challenges for police leadership. Participants will be requested to share international experiences and to distil good practices. The outcome will be a number of recommendations for excellent police leadership that will help to prevent extreme excesses in diverse societies.

The police are there for everyone. This means: knowing and being known. In that way, it is possible to intervene in a timely manner, because excesses are identified prematurely.

Ms Letty Demmers, Chief Constable Regional Police Service Zeeland



Nice to know:

The conference is being held in the Concern Location of the Police Academy in Apeldoorn; a unique location that, following major renovations, was officially opened in 2010 by Her Majesty Queen Beatrix. Among other things, the concern location offers space for education for initial and post-initial police training courses and recruiting and selection of candidates for the Dutch police. The Police Academy won the 2010 Stentor Architecture Audience Prize for the new teaching building. For more information, go to: <http://www.politieacademie.nl>.



The dinner will be held on Monday evening 26 September 2011 at Paleis 't Loo. Paleis



Het Loo is a palace, built over three hundred years ago in the heart of the Netherlands, close to the town of Apeldoorn. The former royal residence has been open to the public since in 1984. <http://www.paleishetloo.nl/frontpage/0/2/Home.html>

Legitimacy, Increasing police authority

Legitimacy is the lifeline of the police. It allows the organization and its officers to function in a decent way accepted by the population. Mr Piet van Reenen is emeritus professor University of Utrecht and consultant.



In some countries this lifeline is becoming thinner. Police are facing increasing criticism about the level of protection they provide, about their capacity to solve crimes and sometimes about their use of force or their integrity. Dealing with this threat is vital for police. In this workshop we will look at this problem from three angles. The formal one which lays the responsibility of the level of acceptance of the police on the political level is the first one. The second one seeks solidarity with the population and the third one concentrates on its capacity to render services and to offer protection. The three approaches will be used to examine ways to increase the authority of the police.

Diversity Bearing responsibility: Developing leadership competencies

The South African professor Linda Human claimed that: "Managing diversity is not about managing them out there, it is all about managing me inside". Cultural differences and contrasts in society and in organisations demand wise, connecting and effective leadership. Utilising intercultural skills effectively can help you achieve that. In our workshop, these intercultural skills will be discussed in greater detail and you will gain personal insight and feedback on the use of your own skills in various situations. In addition, we will search interactively for various opportunities to further develop these competencies, whereby we discuss a number of examples from the developed programmes from the past three years. It is our wish that, after completing our workshop, that every participant is a step further towards being able to use differences and is able to manage these differences based on authentic and connective leadership. So, as Linda Human already said, a professional, reliable and legitimate police organisation in a complex and fast-changing society starts with yourself!



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