

Implementing Transformation in Police Learning & Development: Strategic Narrative on a Page

Vision 2025

'By 2025 policing will be a profession with a more representative workforce that will align the right skills, powers and experience to meet challenging requirements.'

Implementing Transformation in Police Learning and Development Project



The Open University's Centre For Policing Research & Learning

MOPAC

Key Questions

How can organisations best use their existing skills and capabilities to maximum effect?

How can organisations support L&D staff to deliver effectively?

Although L&D resourcing may be increasing is it increasing enough to meet current and future demand?

How can organisations balance the reactive and proactive elements of L&D provision?

How can organisations ensure their strategic and L&D plans are aligned and that delivery is against these plans?

How can digital approaches be leveraged to maximise the effectiveness and efficiency of L&D offerings?

How can organisations better understand the value, benefits and outcomes of L&D activity, not just the costs?

How can organisations ensure business continuity through future skills and succession planning?

How can organisations ensure that they develop L&D strategies that enhance staff skills and capabilities?

How can organisations identify and share promising practice from inside and outside policing?

How can organisations ensure knowledge is transferred into practice?

Key Learning

Learning within organisations is critically important for organisational learning to occur

Learning between organisations is critical to ensure organisational learning

Organisational learning must be institutionalised through supportive systems and processes

Learn from errors, use double loop learning: understand the causes not just the symptoms

Facilitating the effective and efficient transfer of knowledge throughout organisations is vital

Embedding evidence informed practice and approaches is critical

Shared leadership is required to encourage all types of learning as a valued activity

Appreciate the length of the journey - Incremental change can help us get there

Despite the challenge have a future state in mind (Destination Map)