



# POLICING HORIZONS

An executive development programme  
for senior leaders in policing





# POLICING HORIZONS



Scanning the Horizons



Providing the Intelligent Glue



Purpose, Power, Performance



The Art of Possibility



Challenging the Norm



Leading your Legacy



Strategic Thinking



Working with Paradox



The Strategic Clock is Ticking

## Policing Horizons Executive Development Programme

Using a combination of virtual (TEAMS) and face-to-face

10 Delegates  
£3,850 per delegate (exc. VAT)

Training Type	Date and Time	Programme Event	Programme Outline
	1000 – 1300 Half day <b>21st Oct 2020</b>	<b>Introduction</b>	Half day introduction to the programme. This will be a virtual meeting on TEAMS. The group will meet and introduce themselves and meet successful delegates from previous courses. Josie Payne will fully explain the programme and commence the process of the Strategic Clock.
	Individual 2 hour sessions <b>3rd &amp; 4th Nov 2020</b>	<b>1:1 Coaching &amp; feedback on MBTI</b>	Each delegate will receive a coaching session from Josie Payne and Sue Leffers and the results of their MBTI will be discussed in relation to personal leadership style and managing their own wellbeing through the process.
	1000 – 1300 Half day <b>17th Nov 2020</b>	<b>Exploring Leadership in diverse cultures</b>	Speaker/Explorer will share personal experiences from their overseas travels to explain the power of kindness and shared leadership, supported by clarity of purpose and exemplary followership.
	Individual 2 hour sessions <b>25/26/27 Nov 2020</b>	<b>16PF Psychometric with Rachael Fernandez</b>	Each delegate to receive a tutorial session with the 16PF practitioner. Recommendations and action planning to be agreed.
	0900 -1700 1 day <b>9th Dec 2021</b>	<b>Individual Presentations of Strategic Clock Results</b>	Each delegate will make a 15 minute presentation, and will receive feedback from facilitators and peers.
	1000 -1630 1 day <b>6th Jan 2021</b>	<b>ETHICS - with Speaker</b>	Former Chief Constable, now CEO of a mental health third sector organisation develops the theme of 'Wilful Blindness'.
	Individual 2 hour sessions <b>18th &amp; 19th Jan 2021</b>	<b>Tutorials</b>	Each delegate will receive a 2 hour tutorial to assess progress and development along with the emotional and social competencies required of a senior leader.
	1000 -1500 1 day <b>2nd Feb 2021</b>	<b>STRATEGIC LEADERSHIP – with Speaker</b>	The speaker is a leading authority on strategic thinking.

KEY:



VIRTUAL TRAINING (TEAMS)



FACE-TO-FACE TRAINING

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**10 Delegates**

**£3,850 per delegate (exc. VAT)**

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	0930 – 1600 2 days <b>16th &amp; 17th Feb 2021</b>	<b>Chief Officer Group Briefing</b>	Chief Officers & PCC's will be invited to assess each delegate according to a set criteria and give feedback on their performance. Topics are allocated on the day with 45 minute preparation each.
	0930 – 1600 2 days <b>2nd &amp; 3rd March 2021</b>	<b>Partnership Working With local community partners</b>	Each delegate will bring a representative of a partner organisation to discuss the 'wicked problems'. Action learning techniques will be used. This takes place over 2 days with 5 delegates per day.
	0930 – 1600 2 days <b>23rd &amp; 24th March 2021</b>	<b>MEDIA Workings</b>	Each delegate will make a live TV interview. The topics are presented on the day with 30 minutes preparation. The interview is recorded and played back with feedback from the professional journalist and panel.
	1000 – 1600 1 day <b>8th April 2021</b>	<b>Developing Resilience With Sue Leffers &amp; Josie Payne</b>	Courageous leadership; Taking Risks; Innovating in the New Normal – Josie and Sue share experiences and discuss models to support the Resilient Leader.
	One week prior to the assessment centre <b>May 2021</b>	<b>Individual one to one tutorials with programme leader</b>	Individuals will receive a 2 hour tutorial session

**Policing Horizons Fellowship Level 7**





## Confronting and overcoming challenges of today

The development of our talented senior police officers and staff has become an imperative in supporting the complex and fast-moving pace of modern policing in the UK.

As with the private and voluntary sectors, public services are confronting an ever-growing range of challenges and “wicked problems”. These must be responded to in the full glare of the media and therefore the public spotlight and for the emergency services, this is now on a truly global scale.

Our programme has been developed by leadership representatives from a range of civil organisations, community, education, business as well as senior police advocates and leaders.

Strategic leadership and management is a complex activity and the more senior you become the more difficult and diverse are the challenges. Policing requires its senior executives to be able to think on many different levels and about many different things, often more than one at a time. Society is changing around us, often in ways we cannot see or anticipate.

It is with the above in mind that we have developed the executive development programme for senior leaders in policing.

## Programme testimonials



**Nikki Leaper**, Chief Superintendent Devon, Cornwall and Dorset Police, ‘Policing Horizons’ delegate and successful senior command course candidate 2019.

*“The Policing Horizons programme gave me the opportunity to develop and stretch my thinking preparing me for a Chief Officer role.*

*The programme combines different elements giving you the space to try and test your leadership style in a safe learning environment”*



**Dave Thorne**, Assistant Chief Constable South Wales Police, ‘Policing Horizons’ delegate and successful senior command course candidate 2019.

*“Strap yourself in securely and get ready for the ride! This is a programme that will help you truly self-reflect and see into the mystery of what being a member of the Executive of an organisation really means. Every support is in place and available to help you through this journey and it will make you into a better leader.”*



**Deb Smith**, Assistant Chief Constable Wiltshire Police, ‘Policing Horizons’ delegate and successful senior command course candidate 2019.

*The group learning played to my strengths and the way in which the programme was delivered opened up fantastic opportunities to learn best practice from others and seek different approaches to challenging issues. The wider partnership engagement day was a great opportunity to think holistically about approaches to solving issues faced by agencies with whom we all work closely as a service.”*



**Mark Cooper**, Assistant Chief Constable Wiltshire Police, ‘Policing Horizons’ delegate and successful senior command course candidate 2019.

*“The support and advice given by Josie and her team throughout the programme helped me realise my potential and demonstrate my authentic leadership that she saw as my true strength. This led to my success at SPNAC and more importantly beyond, at the Senior Command Course and undoubtedly resulted in me being appointed as Assistant Chief Constable for Wiltshire Police.”*