CONCEPT

Police Leadership and Command: Decision-Making, Strategy and Performance

8 – 12 November 2027
London - Central London four-star



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Ref: 358_13076 **Date:** 8 – 12 November 2027 **Location:** London - Central London four-star **Fees:** 23000 SAR

Introduction:

Police leadership and command is often learned by promotion alone: officers step up from supervising a team to commanding a shift, district or specialist unit without a shared method for decisions, priorities or accountability. The result is inconsistent rationale, reactive deployment, strained partnerships and fatigued officers. This Core Concept course gives newly appointed and aspiring commanders a structured approach to strategic, tactical and operational command, ethical decision-making under pressure, intelligence-led and community policing strategy, and performance oversight. Each participant produces a Command Leadership Plan for the unit or area they lead.

Course Objectives:

- Distinguish strategic, tactical and operational command responsibilities and set clear intent, delegation and reporting lines for a policing command
- Apply the National Decision Model to record and defend decisions made under time pressure, uncertainty and public scrutiny
- Direct shifts and specialist units through tasking, briefing and supervision routines that link resources to assessed threat, risk and harm
- Build an intelligence-led and community policing strategy that combines analytical products, partnership problem solving and neighbourhood engagement
- Design crime and service KPIs and review routines that measure outcomes, public confidence and officer workload without distorting behaviour
- Lead ethical standards, officer wellbeing, media communication and technology-enabled change across a command

Target Audience:

- Police officers stepping up from team supervision to command of a shift, station, district or specialist unit
- Security-agency and public-safety officers responsible for directing multi-team operations and resources
- Deputy commanders who chair tasking meetings and review performance for an area or function
- Officers leading intelligence, investigation, traffic, neighbourhood or event planning units
- Professional standards and training leads who shape command culture and conduct expectations
- Partnership and liaison officers who coordinate policing work with other public agencies

Course Outline:

Day 1: Police Command Foundations: Roles, Levels and Accountability

- Strategic, Tactical and Operational Command Levels and Their Distinct Responsibilities
- Command Intent, Delegation Boundaries and Span of Control in a Policing Unit
- Transition from Supervisor to Commander: Leadership Identity and Role Expectations
- Legitimacy, Public Consent and Accountability Lines for Police Commanders
- Command Self-Assessment Profile and Unit Current-State Baseline

Day 2: Decision Models, Ethics and Policing Strategy Frameworks

- National Decision Model Elements: Information, Assessment, Powers and Policy, Options, Action and Review
- Code of Ethics Principles at the Centre of Command Decisions
- Intelligence-Led Policing Models: The 3i Format and CAPRA Cycle
- Community Policing Pillars: Partnership, Problem Solving and Organisational Transformation
- Threat, Risk and Harm Prioritisation Matrix for Command Planning

Day 3: Leading Shifts, Specialist Units and Command Performance

- Shift Tasking and Coordination Meetings: Agenda, Actions and Follow-Up Log
- Briefing and Debriefing Structures for Shifts and Specialist Teams
- Crime and Service KPI Design: Outcome, Timeliness and Public Confidence Measures
- Balanced Scorecard for a Police Command and Monthly Performance Review Routine
- Decision Log Writing: Recording Rationale for Later Review

Day 4: Major Events, Integrity Risks, Wellbeing and Partnerships

- Major Event and Public Order Command at Overview: Planning Cycle, Command Structure and Debrief
- Integrity Risk Indicators, Professional Standards Referrals and Conduct Case Oversight
- Officer Wellbeing, Trauma Exposure and Resilience Support Plans
- Inter-Agency Partnership Agreements and Joint Problem-Solving Forums
- Media Statements, Public Communication and Community Reassurance After Critical Incidents

Day 5: Command Simulation and Command Leadership Plan

- Change Leadership for Body-Worn Video, Digital Evidence and Analytics Adoption
- Timed Command Simulation: Escalating Incident Decisions Recorded with the National Decision Model
- Simulation Debrief: Decision Log Review and Peer Challenge
- Stakeholder Map and Communication Plan for the Participant's Own Command
- Command Leadership Plan Build and Panel Presentation

Skills You Will Gain:

- Command Intent Setting
- Rationale-Based Decision Recording
- Threat, Risk and Harm Prioritisation
- Tasking and Coordination Leadership
- Policing Performance Measurement
- Integrity and Conduct Oversight
- Inter-Agency Partnership Working
- Critical Incident Communication

Why Attend This Course:

- Rehearse command decisions in a timed simulation and receive peer challenge on the rationale you record
- Replace instinct-driven deployment with a documented link between threat, risk, harm and resources
- Compare command practice with officers from police, security and public-safety agencies across several jurisdictions
- Return with a Command Leadership Plan setting out intent, priorities, KPIs, partnerships and wellbeing measures for your command

Conclusion:

Effective police commanders combine clear intent, defensible decisions and the trust of both officers and the public. The course moves from command levels and accountability, through the National Decision Model, ethics and intelligence-led and community policing strategy, to tasking, KPIs, major events, integrity, wellbeing, partnerships and media communication. The final day tests these in a timed command simulation and closes with each participant presenting a Command Leadership Plan for the unit or area they lead, ready to use after the course.