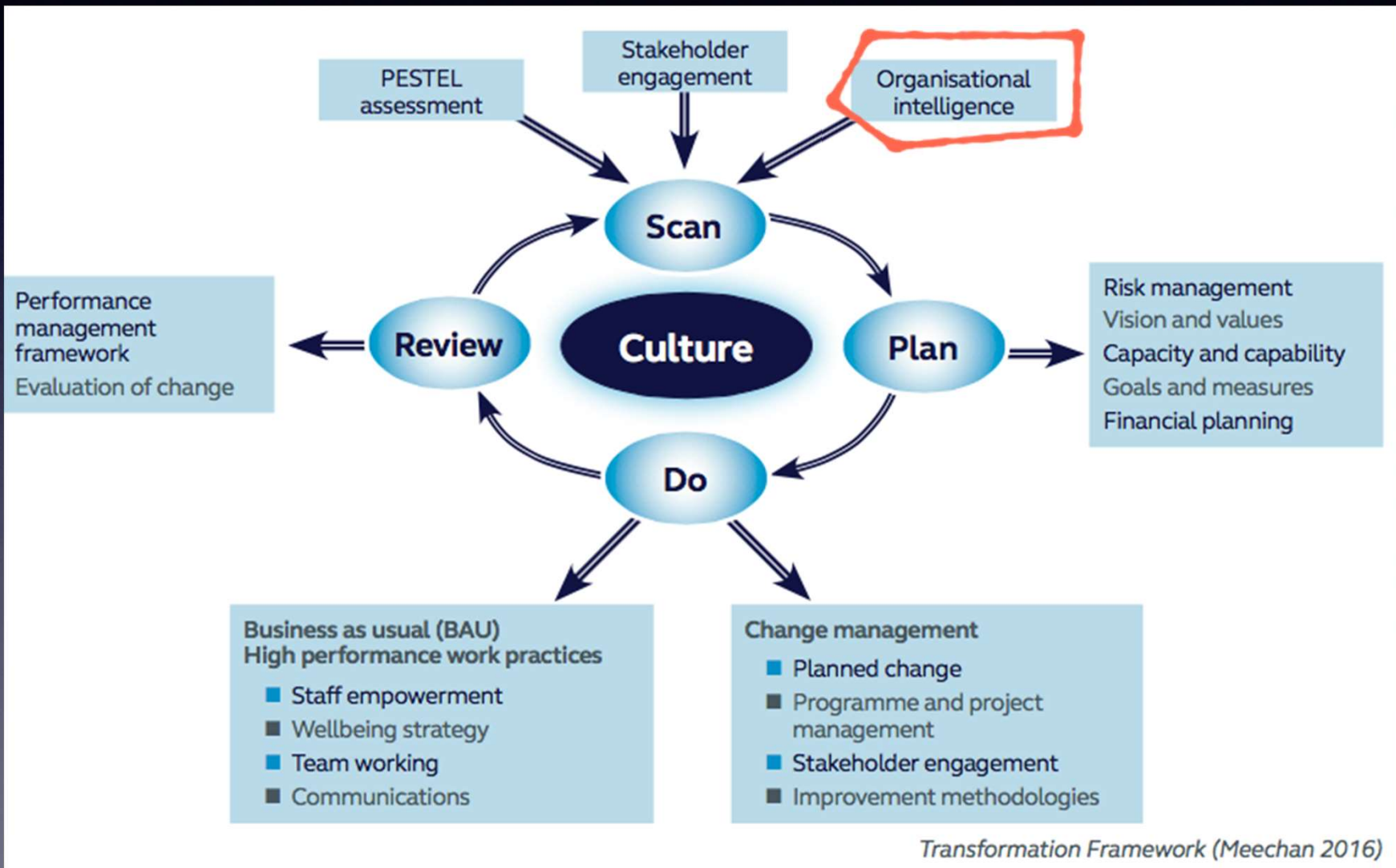


Excellence in Policing Conference 2017
Well Being & the Transformation Framework
CC Andy Rhodes

It's about people stupid.....



*Effective organizations are
communities of engaged human
beings, not collections of passive
human resources*

Henry Mintzberg



Source of image: Spark Policy Institute

'If you put a lot of tired cops into a very sensitive situation ...a lot could go wrong'

Karen Amendola US Police Foundation Chief Behavioural Scientist 2017



What we are learning about our peoples' well being & how it affects organisational performance ?

- High emotional labour (Cooper)
- Trauma exposure **
- Sleep **
- Neuroscience **
- Sugar **
- External factors
- Debt **
- Cortisol **

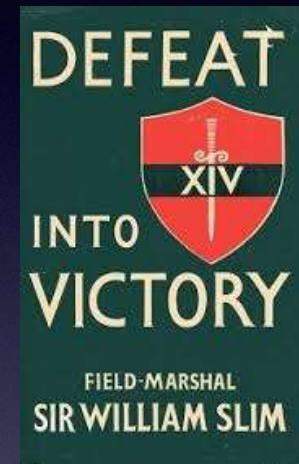
Discretionary effort** is unquantifiable

But it can and is being withdrawn

3 things that keep our people
placing themselves in harms way



ADRENALIN
CAMARADERIE



LEGITIMATE EXPECTATION THAT IF
/ WHEN I NEED SUPPORT MY
ORGANISATION PROVIDES IT

Worth spending some quality time reflecting on.....

- Annual staff survey?
- Where are your people going for support?
- Conversations mattersocial networks
- Are you staring at figures?

*DO YOU KNOW MORE ABOUT YOUR
VEHICLE FLEET THAN YOUR PEOPLE
FLEET?*