

LAW ENFORCEMENT AND THE COMMUNITY

CHAPTER 5: IMPLEMENTING COMMUNITY POLICING

FIVE CONCERNS STRONGLY INFLUENCING THE DEVELOPMENT OF PROBLEM-ORIENTED POLICING

1. Police field is busy with management, internal procedures, and efficiency to the point they cannot give appropriate concern for proper effectiveness in dealing with substantive problems.

TOO BUSY WITH THIS:



TO EFFECTIVELY FOCUS ON THIS:



2. Police devote most of their resources to responding to calls from citizens and only save a small percentage of their time and energy to taking initiative to prevent or reduce community problems.



3. The community is a major resource with untapped potential for lowering the number and size of problems that otherwise becomes business of the police.



- 4. In agencies, police have a huge available resource of rank-and-file officers whose time hasn't been use effectively.



- 5. Efforts to improve policing fail often because they were not related to overall dynamics and complexity of the police organization. Adjustments in the policies and organization are needed for change.



<http://www.lifhack.org/articles/communication/3-powerful-mind-reframing-shifts-that-can-drastically-improve-your-life.html>

FIVE CATEGORIES OF ADOPTERS

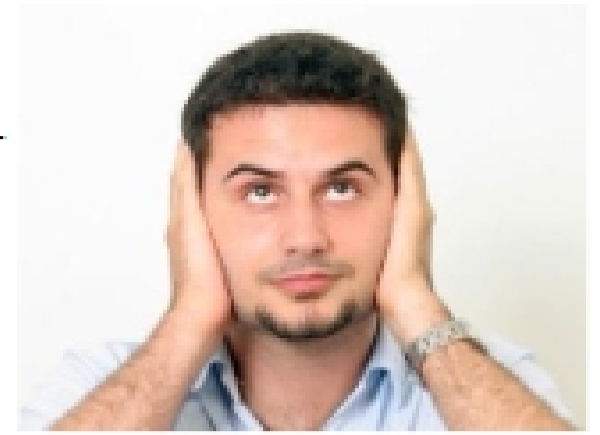
- **Innovators:** Risk takers that embrace change
- **Early Adopters:** Opinion leaders. Others go to them for advice.
- **Early Majority:** Accepts new ideas ahead of the majority.



- **Late Majority:** More skeptical. They can be persuaded, but it can take a lot of peer pressure.



- **Late Adopters:** Most difficult to convince. They are suspicious of all innovations.



THREE CORE COMPONENTS OF COMMUNITY POLICING

1. Community Partnerships
2. Problem Solving
3. Change Management: Development of overall strategy to look at the present state of organization, envisioning the future state, and come up with means of moving from one to another.

MANAGEMENT STYLES

- **Authoritarian:** Leader dictates policies and procedures, decides what goals are to be achieved, and directs/controls all activities without meaningful participation by the subordinates.



- **Participatory:** Person has a voice in decisions, but management still has the ultimate decision making authority.



CREATING VISION AND MISSION STATEMENTS

- **Vision:** Intelligent foresight. Examining department's strengths and weaknesses, success and failures, which is important in creating a vision of the future.

