Building Counter VUCA Community Policing Strategies: The New Leadership Normal

Sheriff Paul Babeu
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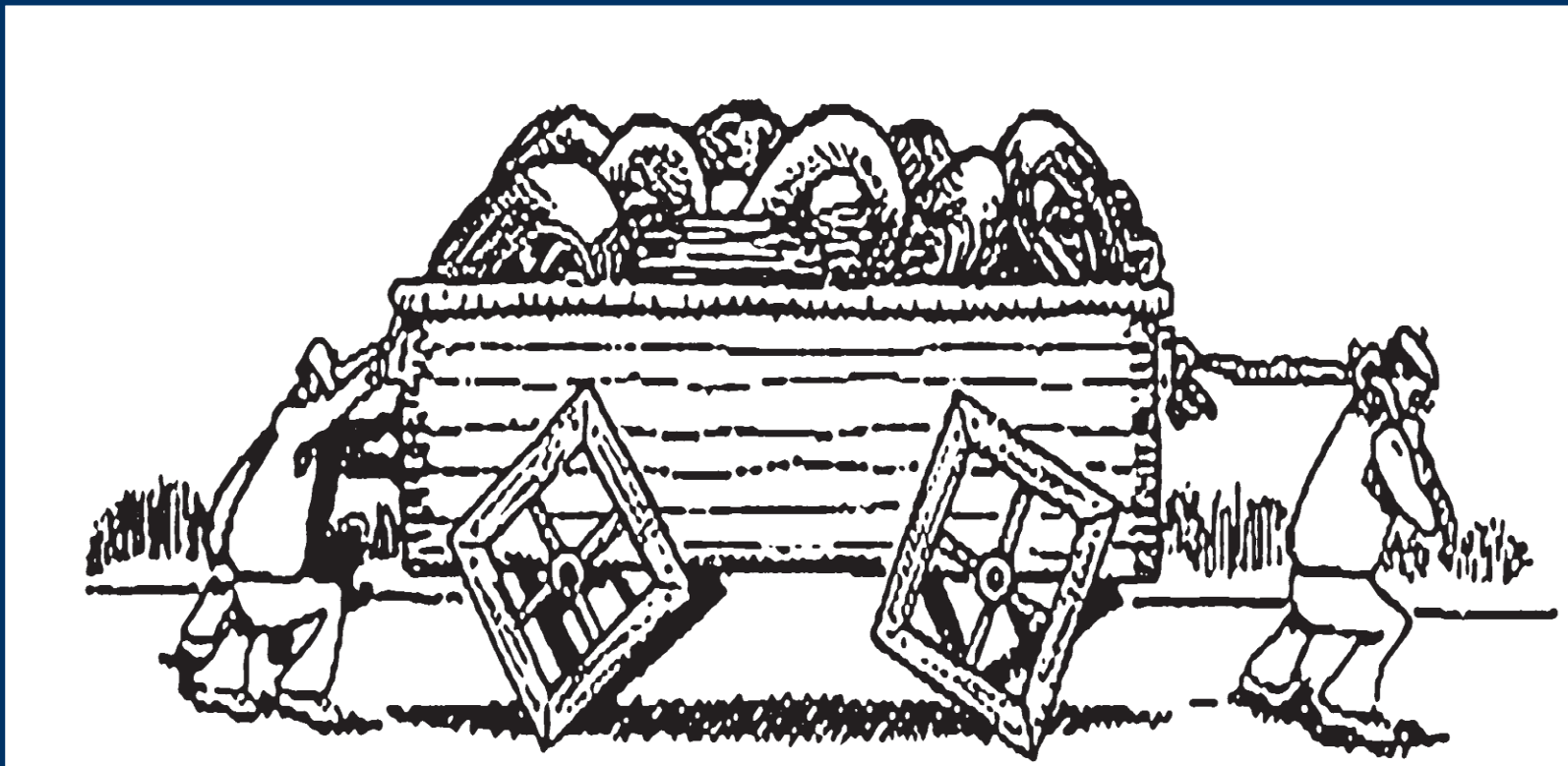
Dr. Mitch Javidi
Sheriffs Institute for Credible Leadership Development

Every Officer is a Leader

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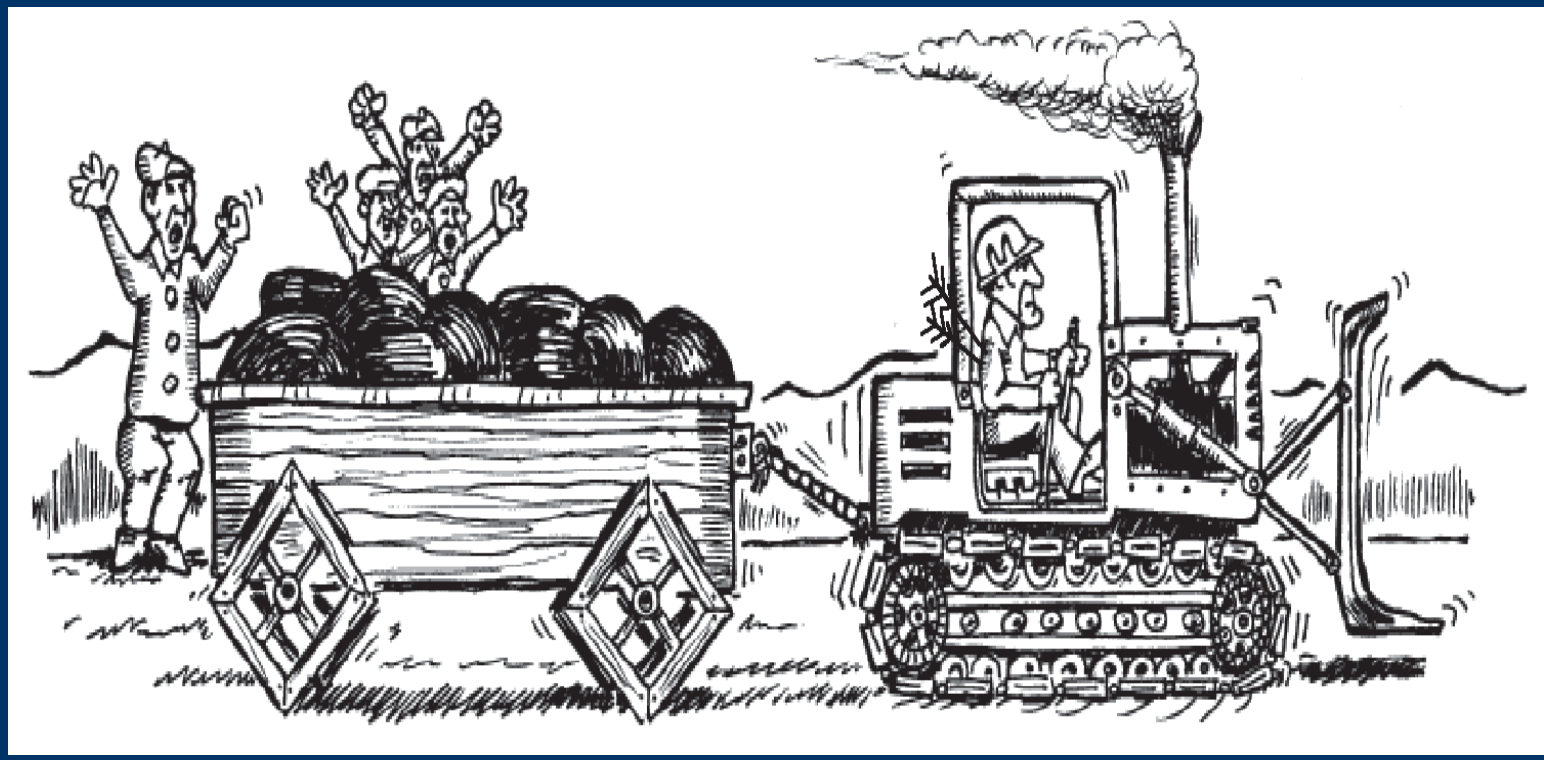
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Leadership Impacts Employee Behaviors



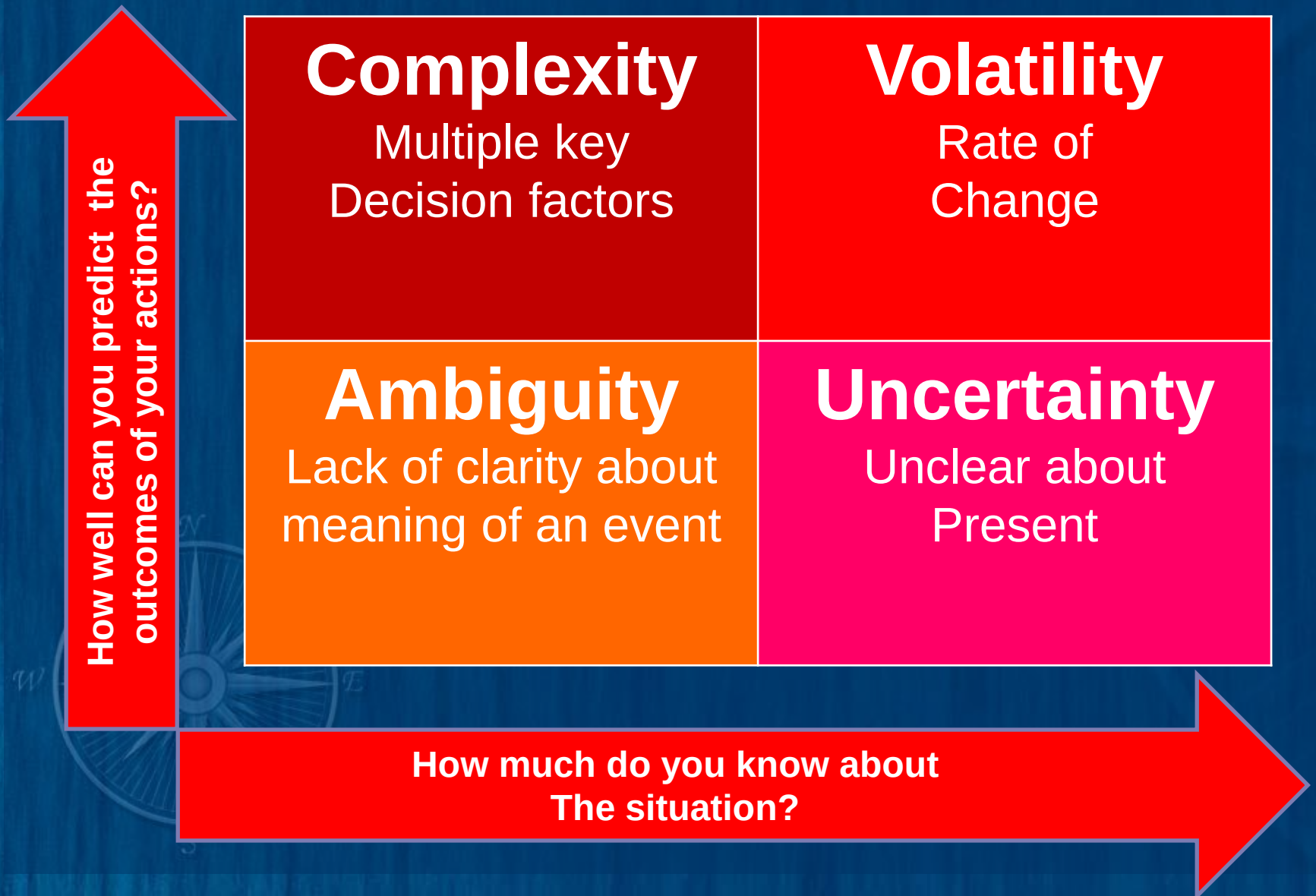
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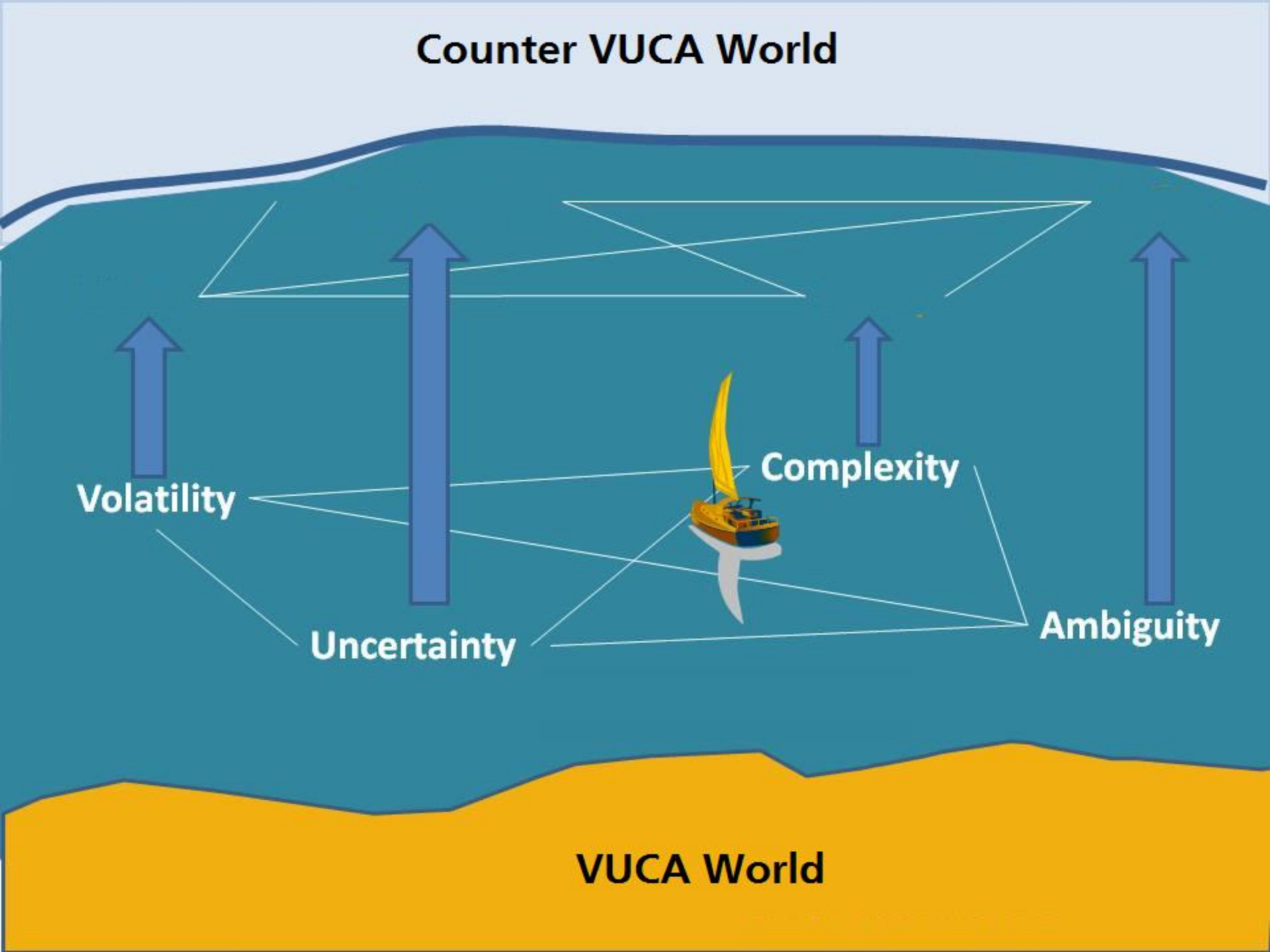
Toxic leadership Makes Worse

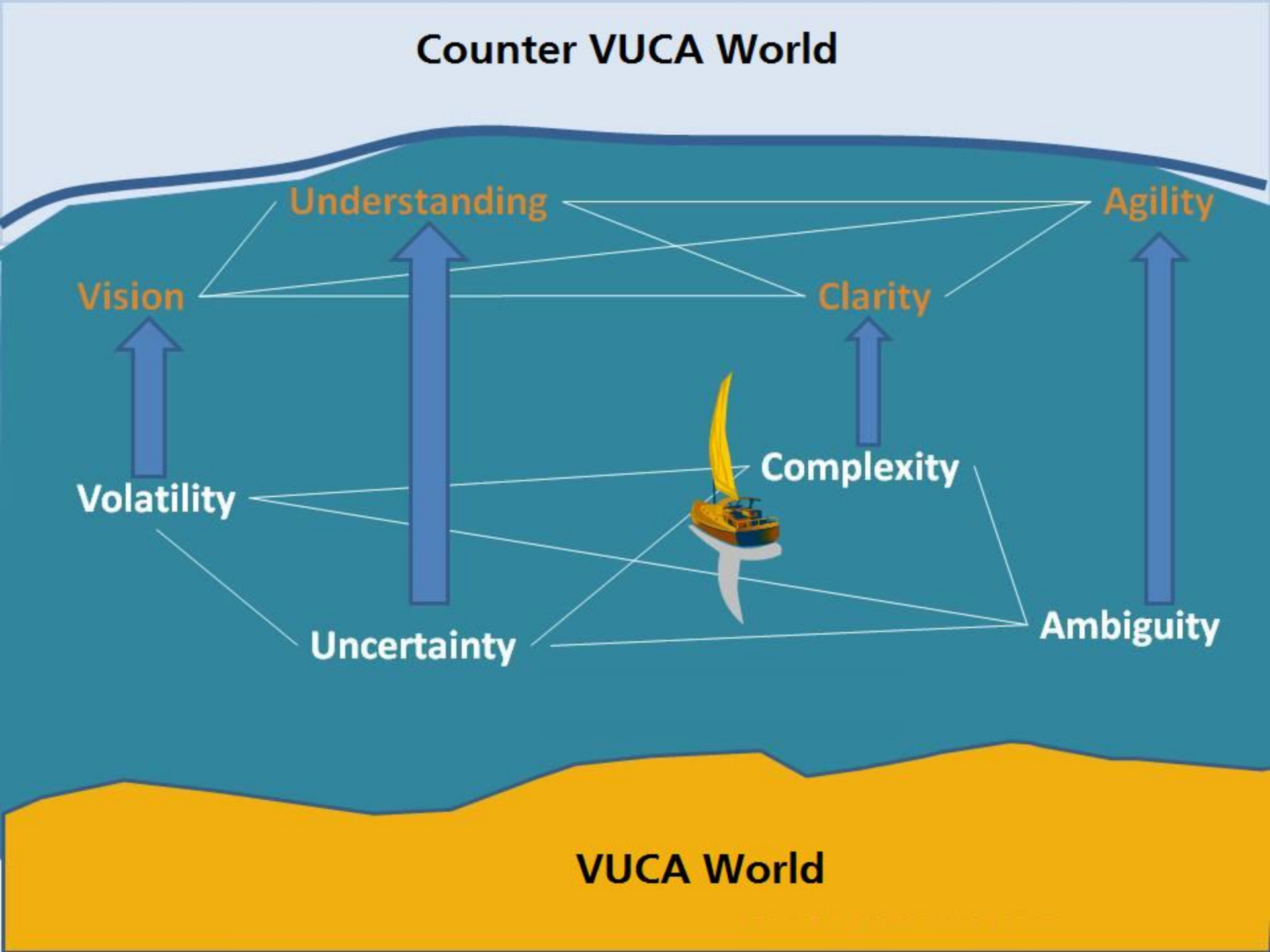


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What is VUCA


Complexity
Multiple key
Decision factors
Volatility
Rate of
Change
Ambiguity
Lack of clarity about
meaning of an event
Uncertainty
Unclear about
Present
How well can you predict the outcomes of your actions?
How much do you know about
The situation?


Counter VUCA World
Volatility
Uncertainty
Complexity
Ambiguity
VUCA World


Counter VUCA World
Understanding
Agility
Vision
Clarity
Complexity
Volatility
Uncertainty
Ambiguity
VUCA World

Countering Volatility

Vision through Partnerships

- This is basically a joint agency-community vision and subsequent action to construct community projects to enhance wellbeing supported by local resources, talent and commitment.
- These joint efforts result in better problem solving and customer service.

Countering Uncertainty

Understanding the Environment & Proactive Leadership

- Officers who are well trained technicians and educated as leaders under the ‘whole person’ concept develop emotional balance which is demonstrated by the ability to stop, look and listen; to establish situational awareness and determine the optimal tactical and/or humanistic response for the situation at hand.

Countering Complexity

Clarity through Professionalism & Accountability

- These are realized by skillful adaptive decision making and appropriate situational responses characterized by empathy, procedural justice, trust and transparency with mutual respect and accountability built over time.



COUNTERING Ambiguity

Agility through Owning the Situation

- Built on the established agency/community shared vision; then move collectively and appropriately to resolution.
- It is here that skilled problem-solving comes into play.
- This also means that police leaders, especially young officers in our communities, guide people through change, chaos, and uncertainty

Training for Counter VUCA

Exposure

Expose officers to challenging scenarios simulating those expected to be encountered and which are designed to incorporate a need to recognize and adapt to a change in the situation - VUCA

Practice

- Moderated discussions
- Practical applications
- Decision making exercises
- Free play exercises focused on emotional high jacking and the management of it

Stabilization

Own the VUCA Situation

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