

Police and Crime Prevention OD and Change Practitioner Programme: Course Overview

The programme is delivered over five core modules as follows:

MODULE 1	MODULE 2	MODULE 3	MODULE 4	MODULE 5
Organisation Development History, Overview, Impact and Relevance to Policing and Crime Prevention	Impact and Influence Relationships, building a network, strategic practice in a highly structured context	Data and intervention Diagnosing data, designing, delivering, and evaluating interventions that make a difference	Power, privilege, politics Understanding and working with power, difference, and culture through the exploration of self and system	ODiPC Enabling and leading change at the individual, organisational and system level
7 May 09:30 - 13:00	28 May 09:30 - 13:00	25 June 09:30 - 13:00	23 July 09:30 - 13:00	20 August 09:30 - 13:00
Mapping the field of OD and policing <ul style="list-style-type: none"> Taught overview OD cycles OD @ work Relating to context <ul style="list-style-type: none"> Reflective group work Identifying OD practices and skills that help <ul style="list-style-type: none"> Examination of practice and development needs 	Influencing skills <ul style="list-style-type: none"> What are they? Personal experiences? Practice How do others experience me/how do I experience others? <ul style="list-style-type: none"> Developing awareness Developing self-care Building resilience Stakeholder mapping and strategic planning <ul style="list-style-type: none"> Who do I need to influence? How can I best do this? What will I do? 	What is data? <ul style="list-style-type: none"> Taught overview Looking at available data Finding further data Developing narratives and hypothesis from data <ul style="list-style-type: none"> Taught overview Practice and application Reflexivity and bias Intervention Design <ul style="list-style-type: none"> Taught overview Collaborative design Planning for practice 	Policing from perspectives of culture, politics and power <ul style="list-style-type: none"> Group exploration (guided) Reflection on the dynamics that emerge in discussion of politics and power Relating to the context of policing and OD work Culture and culture change <ul style="list-style-type: none"> Taught overview Workforce representation Strategic development Action planning 	Individual <ul style="list-style-type: none"> Where am I now as an OD professional in role? Where do I want to get to? What will help me? Organisational <ul style="list-style-type: none"> What is the agenda for change? What are the challenges? What will make the difference? System <ul style="list-style-type: none"> Balancing passion and reality Systemic leadership and alignment Building the future

Each module will be 3 hours 30 minutes long. 3 x 1 hour + 2 x 15 mins break. A full suite of supporting materials will be provided inc. for coaching trios. Trio support drop-ins will be scheduled after modules 1 and 3 with possibly a final one hour celebration and re-connect six weeks after M5.

This programme will be delivered virtually using Zoom meetings, we suggest using a personal device to access Zoom if security restrictions are in place.

Please contact Zoë Printer at events@sfjuk.com if you have any questions about the programme.