

Policing in a Dynamic Environment – How Much Change Can a Police Force Take?

Police forces in modern Europe are under various kinds of pressure: Social, political, economic, technological, and legal changes force police forces to react. Open societies and open borders offer new chances for criminals. Citizens demand security and value for money, but public funds remain scarce and the demands of police compete with demands from many different sectors in society. Politicians want police to be efficient, lean, responsive, and flexible, but at the same time stable, accountable and strictly sticking to the rules. Senior police officers are expected to perform like managers in big companies, but they are paid only a fraction of private sector salaries and bound by countless bureaucratic rules. Most citizens want their police forces to be professional, internationally oriented and linked across organisational and national borders, technologically advanced, unbureaucratic, friendly and tolerant, culturally open, morally decent and with a high level of personal integrity. We want management and leadership in our police forces to be on a par with the private sector, and we want to be sure that none of our tax payers' money is wasted on clumsy procedures, inefficiency, and bureaucratic red tape.

Numerous change processes in most European police forces try to address these challenges, and most police officers feel subjected to a never ending stream of reforms and reorganisations, new rules and technologies, challenges and demands. Some of these changes succeed and manage to improve performance, raise commitment, and make people feel safer than before. But some changes fail to do so: They destroy rather than build commitment, they lead to a deterioration of professionalism and performance, they destroy trust, and they accrue unexpected costs.

How can these divergent demands be reconciled and the dilemmas described above be solved? What are the factors that determine success or failure of change processes? What can we learn from more than 20 years of ambitious change processes in most European countries? How important is organizational culture? What role do external stakeholders play? Are there different types of police forces – types that are more open to change and others that are more conservative and traditional?

This conference aims at addressing these issues, bringing together practitioners and scholars, politicians and leaders, researchers and academics to discuss risks and challenges, problems and solutions, theories, typologies, and best practice.

Programme

Tuesday, 11th of December 2012

9:00-9:30

Registration of participants and welcome coffee

9:30-9:40

Opening of the conference

Dr Gabriele Jacobs

Erasmus University Rotterdam (The Netherlands)

9:40-10:00

Welcoming address

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10:00-10:10

Organisational information

Dr Jochen Christe-Zeyse

FHPol BB (Germany)

10:10-11:00

“Too much change may kill you – lessons from organisational studies”

Prof Dr Arndt Sorge

WZB (Germany)

11:00-11:20

Discussion

11:20-11:45

Coffee break

11:45-12:30

“Public Management Reforms in Europe – Taking stock after 20 years”

Prof em. Dr Christoph Reichard

University of Potsdam (Germany)

12:30-12:45

Discussion

12:45-13:45

Lunch

13:45-14:30

“Understanding change in Europe's police forces – Research aims and methodology of COMPOSITE”

Dr Gabriele Jacobs

Erasmus University Rotterdam (The Netherlands)

14:30-14:45

Discussion

15:15-16:00

Coffee break

Slideshow of the COMPOSITE Photo Gallery

16:00-16:45

“How to deal with external stakeholders – some iron rules of modern stakeholder management”

Dr Arjan van den Born

University of Utrecht (The Netherlands)

16:45-17:00

Discussion

Ca. 18:30 Evening event at “Bornstedt Crown Estate” (A special registration is required)

Wednesday, 12th of December 2012

9:00-9:45

"It's not about management, it's about culture – some thoughts on the manageability of organic professional cultures"

*Dr Jochen Christe-Zeyse
FHPol BB (Germany)*

9:45-10:00

Discussion

10:00-10:45

"They are all different, but somehow the same – A typology of European police forces"

*Dr Leslie Graham
Durham Business School (Great Britain)*

10:45-11:00

Discussion

11:00-11:20 Coffee break

11.20-12:45 Workshops

Workshop 1: "Successful change management – Lessons from the private sector and management studies"

*Dr Leslie Graham
Durham Business School (Great Britain)*

Workshop 2: "Can organisational cultures be changed? How?"

*Dr Jochen Christe-Zeyse
FHPol BB (Germany)*

Workshop 3: "Diversity and similarity in European police forces: Strength or problem?"

*Dr Arjan van den Born & Melody Barlage
University of Utrecht (The Netherlands)*

12:45-13:30 Lunch

13:30-15:00

Presentation of the workshop results

15:00-15:20

Concluding remarks

*Dr Jochen Christe-Zeyse
FHPol BB (Germany)*

End of Conference

General information

Registration

For registration please use the registration form. Registration deadline: 23rd of November 2012. The number of participants is limited up to 120 persons.

Conference costs

The conference attendance is free of charge. The evening event on the 11th of December 2012 at "Bornstedt Crown Estate" (visiting the historical Christmas market and dinner) will cost approx. 60€ per person. A special registration for the evening event is required (see below).

Accommodation

Please book in time for your accommodation. You will find further information in the attached form.

Venue

Mercure Hotel Potsdam City
Lange Brücke
14467 Potsdam (Germany)

Conference organisation

Dr Jochen Christe-Zeyse
Fachhochschule der Polizei des Landes
Brandenburg (FHPol BB)
Bernauer Straße 146
16515 Oranienburg (Germany)

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11th to 12th of December 2012
Mercure Hotel Potsdam (Germany)

Organised by



Fachhochschule
Polizei Brandenburg

