

Topics & Sessions

Good Leadership in Times of Change – Empirical Findings and Suggestions for Police Leaders

Organizational change is a key topic in today's management and leadership literature. Popular anecdotes in management books capture the heroic deeds of leaders in times of crisis and change. Charismatic leadership is considered to be vital for successful management in challenging times. The initiation and implementation of a change program seems to be the ultimate proof of leadership qualities in the private and public sector. In fact, initiating a change process belongs to the standard program of newly appointed executives. In the face of this broad change enthusiasm, however, the success rates of change processes appear rather depressing. Indeed, research shows that the majority of change programs take longer, and create more social and financial costs than are typically estimated by change initiators and change leaders.

To face the highly complex demands of the constantly changing (political, technological, societal, legal and economic) environment of policing, police change leaders need to take a large variety of personal (i.e. employee attitudes), social (i.e. organisational culture) and organisational (i.e. structure and processes) factors into account.

At this conference we bring together experts from academia and from practice within the European policing arena to jointly explore crucial barriers and success factors for truly effective and sustainable change leadership.

Specifically, we will focus on four of the most important topics that came out of our research into organizational change in European policing, in a series of work sessions entitled;

Knowledge sharing and its significance for change leadership;

Leadership and IT: Challenges and useful practices;

The need for an international perspective on change leadership and

What change leaders need to know about European police culture.

In addition, the conference will include a series of keynote speeches from both academics and police leaders, as well as the opportunity for lively panel discussions and interactive sessions.



Good Leadership in Times of Change

International Conference
on the 12th and 13th of June 2014 at
the Erasmus University, Rotterdam
(Netherlands)

Tokyo room
M-building

Organised by



Program June 12 2014

- 14.00-14:30 Opening
Frank Paauw (Police President, Rotterdam, The Netherlands)
Prof. Dr. Steef van de Velde (Dean RSM/Erasmus University)
- 14:30-14:50 Connecting evidence and practice in policing: the role and potential of police-academic partnerships in Europe
Prof. Dr. Nick Fyfe (Scottish Institute for Policing Research)
- 14:50-15:35 Session 1: Knowledge sharing and its significance for change leadership, Dr. Kamal Birdi (University Sheffield, UK)
• Dave Fortune, North Yorkshire Police and Sheffield Hallam University, UK
- 15:35-16:00 Coffee break
- 16:00-16:45 Session 2: Leadership and IT: Challenges and useful practices; Dr Sebastian Deneff (Fraunhofer)
• Input from a practitioner's perspective - the case of IT supported victim care (Eduard Sallent, Mossos d'Esquadra / Mila Gasco, ESADE, Spain)
• Lessons on leadership and training from a police-driven IT project: Brandenburg's Interactive Patrol Car (Stefanie Giljohann, Police Academy Brandenburg, Germany)
- 16:45-17:30 Session 3: Change Leadership from an international perspective; Dr P. Saskia Bayerl (RSM/Erasmus University, The Netherlands)
• Change processes and Italian police forces (Dr Fabio Bisogni, FORMIT Foundation, Italy)
• Change leadership without a leader (Joel Ficet, CESDIP-CNRS, France)
• Policy implications (Steffen Giessner, RSM/Erasmus University)
- 17:30-18:00 Discussion
- 18:00-19:00 Drinks

Program June 13 2014

- 09:00-09:45 Session 4: What change leaders need to know about European police culture; Dr Kate Horton (RSM/Erasmus University, The Netherlands)
• Identity: A milestone in organizational change (Dr Claudia Rus, Babes Bolyai University, Romania)
• Input from a practitioner's perspective: Dutch police
• Policy implications (Prof. Slawek Magala, Prof. Cross Cultural Management, Erasmus University)
- 09:45-10:45 Panel Discussion
Dr. Jochen Christe-Zeyse (FHPol, Germany)
- 10:45-11:15 Coffee break
- 11:15-11:40 Lessons learned and future directions
Dr. Gabriele Jacobs (Coordinator COMPOSITE, RSM)
- 11:40-12:00 Closing comments
Bart Straatman (Member of The Executive Board Erasmus University Rotterdam)
- 12:00-13:30 Images of Policing (David Adams & Hans van Rhoon)
- Lunch
- End of the conference

Rotterdam School of Management, Erasmus University
Burgemeester Oudlaan 50
3062 PA ROTTERDAM
http://www.eur.nl/english/guide/how_to_get_there/

Registration Form

COMPOSITE Conference

12 & 13 June 2014

“Good Leadership in Times of Change”
Tokyo Room – M-building

Name :

Institution :

Address :

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Country :

Tel.nr. :

Email-address :

Date :

Signature :

Please send completed and signed document to: bklop@rsm.nl

Conference fee EUR 50,--

To be transferred to:
Rotterdam School of Management, Erasmus
University, Rotterdam
COMPOSITE Conference 12 & 13 June 2014
Account nr.: IBAN: NL67ABNA0429014155
BIC: ABNANL2A

Recommended hotel accommodation

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www.hotelnewyork.nl

Inntel Hotels Rotterdam
www.inntelhotelsrotterdamcentre.nl

Tulip Inn Rotterdam
www.tulipinnrotterdam.nl

Bilderberg Parkhotel
www.bilderberg.nl/hotels/parkhotel

Hotel Emma
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