



10th Annual Conference
6th - 8th May 2010
Robinson Executive Centre Wyboston MK44 3AL
www.theabp.org.uk

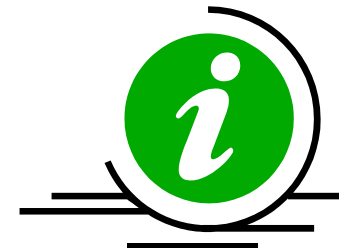


Leadership in the Public Sector

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Metropolitan Police Service
(MPS)

Introductions

- Your name
- Your organisation
- Your experience of the public sector and/or the policing sector
- What you would like to take away from today's session



MPS History I

- The MPS was formed on 29 September 1829
- The organisation was then made up of 3000 people



MPS History II

The organisation has
been evolving for over
180 years



MPS Today I

- Largest police service in England and Wales
- Serving over 7 million customers
- Largest employer in London with over 50,000 staff including 2500 volunteer police officers



MPS Today II

- Four main policing business areas – Territorial policing, Specialist Crime, Specialist Operations and Central Operations
e.g. counter-terrorism, royalty and diplomatic protection, homicide, economic crime, forensics, covert policing, organised crime, marine policing and firearms as well as policing London's 32 boroughs

MPS Today III

- Four policing support areas
 - HR
 - Resources – including property and finance
 - Information Technology
 - Press Office (Public Affairs)

Leadership Development I

- Leadership development available to all different levels of leaders often starting from first line supervisors
- Corporate development programmes
- Bespoke senior team development
- One-to-one individual development



Leadership Development II

- Coaching, mentoring, action learning
- 360-degree feedback
- MBTI and other psychometrics
- Workshops/training on leadership skills e.g. emotional intelligence, strategic thinking
- Speaker presentations and master classes
- Staff surveys for senior teams



Current Challenges

- Complexity of the working environment due to size and nature of the business
- Growing customer demands i.e. demands on policing are becoming more complex
e.g. 2012 Olympics, terrorism, cyber and economic crime
- Long organisational history
- Strong culture in policing e.g. hierarchical



On the Horizon

- Impact of the recession
- Public sector cuts
- Need for greater efficiency
- Demonstration of return on investment
- Increasing public and media scrutiny
- New leadership (??? – we will know by the time I actually deliver this presentation 😊...)



The Future I

- More evaluation
- Demonstrate value for money
- Understand customers and their needs even better
- Working more closely with stakeholders
- Operate at organisational as well as local levels
- Explore different ways of working



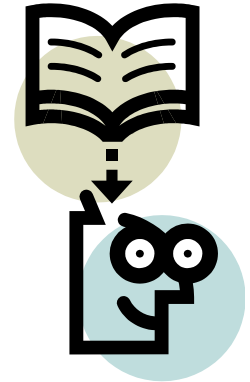
The Future II

- Different leadership skills may be needed in the future – moving beyond the policing context
- Move toward more flexibility and creativity
- Need to think longer term and try to anticipate future demand as the change may be exponential...



Discussion

- What can you add to this based on your own experience?
- What implications does this have for your work?
- What might you do differently going forward?



Further Information

- Website

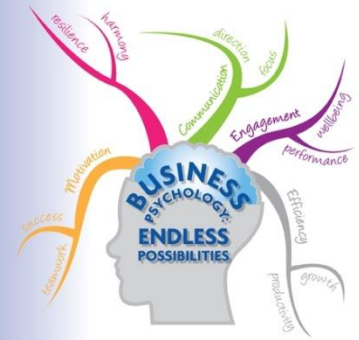
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Thank you for listening



Any Questions?