

Current State of Research and Education in Public Safety Management: What We Need and Where We're Headed

 Paul J. Hill
School of Business



Stanhope 2016

R D Camp II, PhD

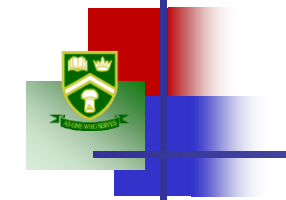
Associate Dean

Levene Graduate School of Business

University of Regina

Canadian Association of Chiefs of Police Executive Global Studies Program (EGSP): Police Sector Council (PSC)

levene | gsb Kenneth Levene
Graduate School
of Business



Hill Paul J. Hill
School of Business

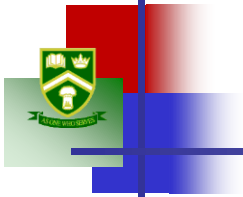
- EGSP – development framework for police professionals / managers
 - General Duty / Policing Competencies
 - Investigation
 - Leadership/Management
 - Police Service Delivery
 - Partnering with Community
 - Sustain Trust of Government and Public

Police Service Delivery

- Change management
- Decision making
- Financial management
- Human resources management
- Information technology management
- Strategic management

Community Safety Knowledge Alliance

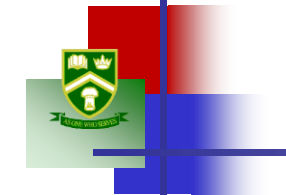
levene | gsb Kenneth Levene
Graduate School
of Business



Hill Paul J. Hill
School of Business

- Needs for research and development opportunities for managers in public safety and first responder environments
 - **Enhanced professionalism and practice in human resources management**
 - Understanding and development of Policing models and research suitable for training and accountability in police operations, community safety, etc.
 - Criminal intelligence
 - Internal investigations
 - Effective general investigations
 - **Leadership development**
 - **Economics and finance**

Research and Development in Human Resources Management



- *Peer Support and Crisis-Focused Psychological Intervention Programs in Canadian First Responders: Blue Paper*
 - http://www.justiceandsafety.ca/rsu_docs/blue_paper_full_web_final_production_aug_16_2016.pdf
 - Review conducted by team of researchers at the University of Regina
 - Urgent need for research on effectiveness of peer support and crisis-focused psychological intervention programs designed to help First Responders

Blue Paper

- The “operational stressors” that First Responders regularly confront at work, including death, violence, and threats to their own lives, put them at risk for psychological challenges, including post-traumatic stress, depression, anxiety, and anger. Such challenges can lead to other problems, such as substance abuse, relationship difficulties, and absenteeism.

Blue Paper

- a) Identifies the peer support and crisis focused psychological intervention programs used by First Responder agencies,
- b) Reviews existing research from both national and international sources, and
- c) Evaluates the evidence for the effectiveness of several of these programs.

Conclusions

- First Responder agencies would benefit from the adoption of more uniform models for peer support and crisis management.
- Recommends ongoing training, supervision, and support for personnel involved in implementing programs

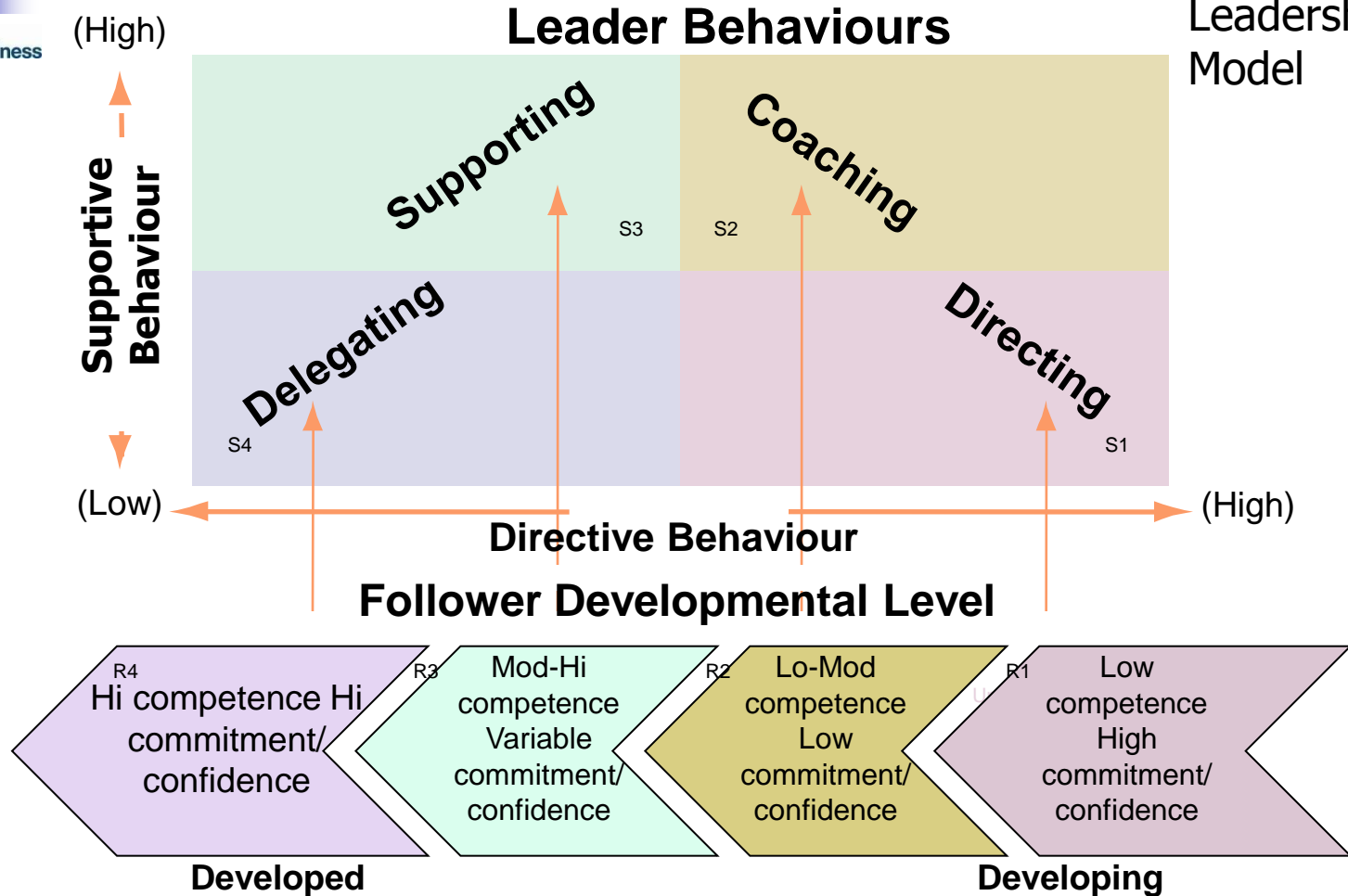
Next Steps

- Bridge clinical research to management research
- Integrate employee assistance and leadership research and practice (trauma informed workplace)

Trauma and Situational Leadership



Hersey-Blanchard's Situational Leadership Model



Increasing Feedback Effectiveness: Communication

Negative Communication

What's
Wrong

What's
Right

What's
Desired

Positive Communication

What's
Desired

What's
Right

Ways
to
Bridge

What's
Wrong

What's next?

- Need for
 - “Methodologically rigorous” research
 - Examines the effectiveness of peer support / psychological intervention / leadership programs
 - Bridges clinical and leadership practice
 - Enhanced leadership development
 - Education, based in research, addressing development framework issues