



# Building a Positive Police Department Culture

Presented by Chief John Schick, Canon City Police Department and Chief Kirk Wilson, Lone Tree Police Department



# Building and Maintaining a Positive Culture – Lone Tree Police Department

- Alignment
- TEACH
- Collaboration
- Establish traditions
- City Manager/Council support and involvement





# Overcoming Toxicity & Building Capacity Canon City Police Department (CCPD)

- Alignment
- Investment
- Engagement
- Collaboration
- Establish Traditions
- City Manager/Council Engagement & Support



# Alignment is imperative

- Do not make assumptions
- Establish your priorities
- Supervision must be cohesive
- Everyone must be held accountable equally
- Hiring and promoting is a critical factor
- Communicate expectations
- Be genuine





# Alignment & Investment

- 21<sup>st</sup> Century Policing
- WIN
- ABLE
- Extreme Ownership
  - Due Diligence
  - Service Excellence
- Leadership
  - From the Front
  - Bi-Weekly Meetings
  - Annual Retreat





# Engagement (CCPD)

- Community Engagement
- Climate Change-  
Rebranding the PD





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# TEACH

- **Truthful:** To be honest and forthright in all things. To have integrity when faced with either positive or negative consequences of decisions. To have the courage to provide thoughtful and meaningful feedback when appropriate.
- **Encouraging:** To be positive, supportive and recognize the value in each other. To recognize the contributions of team members at all levels. Treat each other with respect and dignity. Through actions and words create an environment that inspires excellent performance, initiative and continuous improvement.
- **Accountable:** To accept responsibility for your actions and meet or exceed all work standards. Be receptive to feedback. Mutual accountability at all levels is the base for building trust within an organization and it is the responsibility of all members of an organization.
- **Collaborative:** To communicate effectively between work groups, shifts, and departments. Understanding we are stronger when everyone participates and contributes ideas. Being inclusive and recognizing diversity is a strength.
- **Humility:** To willingly admit mistakes, listen to others, solicit input, be willing to make changes when needed, and minimize status differences. Humility is essential both internally and externally to creating trust and inclusiveness in an organization.



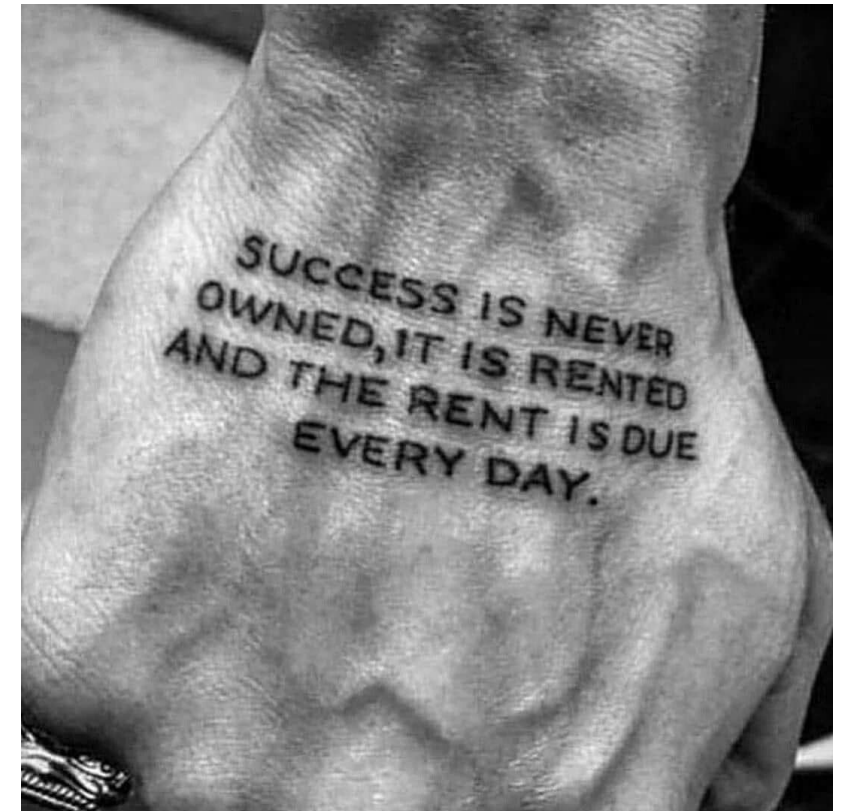
# Accountability

- Establish your priorities
- Leadership Cohesiveness
- Extreme Accountability
- Hiring, Retaining, & Promoting is a critical factor
  - Quality over Quantity
- Know the Landscape
  - 1:1 with the Chief
  - Chief's Advisory Group



# Ethics, Service Excellence & Due Diligence

- Vision and Mission
  - Ethical
    - Respect and Dignity
    - Let them be heard
    - Do no harm
  - Service Excellence
    - Guardians & Warriors
      - Clear eyes and hearts
    - Rule of 4
      - Cases, Contacts, & Calls
  - Due Diligence
    - Comprehensive response and follow through
    - Act like what you do really matters, because it does





# Collaboration

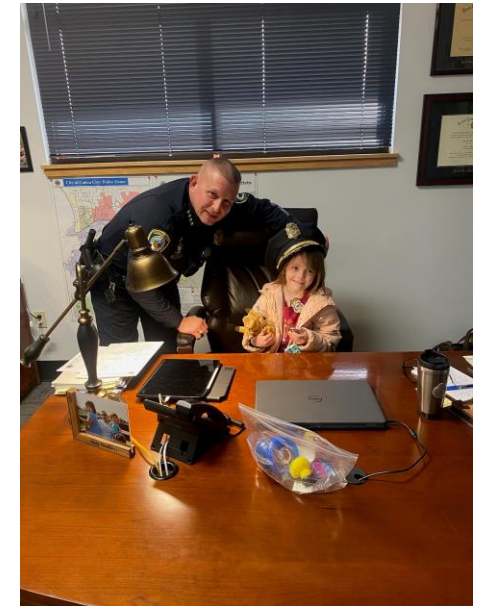
- Officer Advisory Committee
- Collaborative Supervisor meetings
- Building relationships throughout the city/county
- Community Advisory Committee
- Community Policing





# Leadership

- Collaborative Leadership meetings
- Leadership Development
  - Formal, Informal
  - Retreats
- Building Relationships throughout the 11<sup>th</sup> Judicial District
- Team Recognition
- Community Leadership (Policing)
  - Be The Change-that you want to see in your Community





# Establish Traditions

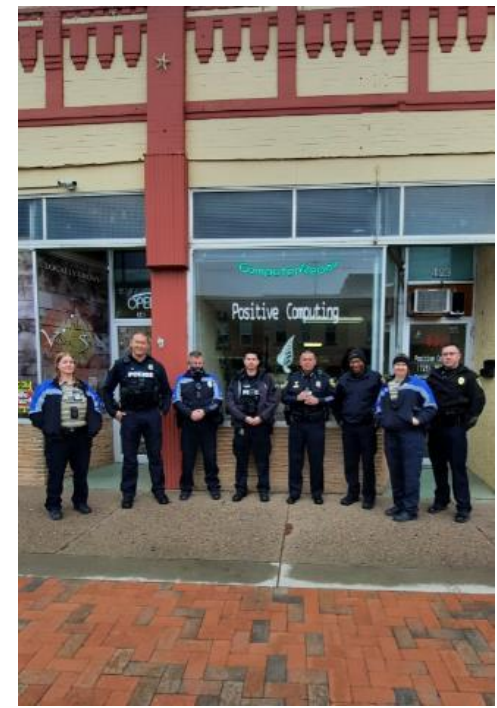
- Swearing in ceremony
- Promotional ceremony
- Commendations and Awards
- Award events
- Participation in community events
- Fitness challenges
- Community partners





# Establish Traditions (CCPD)

- Swearing in ceremony
- Promotional ceremony
- Award events
- Participation in community events
- Community partners





# City Manager and Council Support

- Participate in PD events
- Police week
- National Night Out
- Ensure equipment is adequate
- Competitive salary
- Understand what their doing
- Promote collaboration throughout the city
- Help establish community partnerships and support
- Be the reason they don't quit!



# City Administrator & Council Support

- City Administrator/Council Support and Involvement







# THANK YOU

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