Editorial

Police Leadership Training: Effective Policies and Methods

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Abstract: Modern security institutions face important issues related to police leadership training and contemporary security challenges. The scope and context of training programs in security institutions must be evaluated to develop effective policies and methods for training security leaders. The International Police Science Association (IPSA) aims to support effective training approaches and other aspects of effective policing by supporting and sharing international scientific efforts in police science.

Keywords: police; leadership training; evidence-based methodology; international

Police leadership training and contemporary security challenges are among the important issues facing modern security institutions. To develop effective policies and methods for training security leaders, the scope and context of training programs in security institutions should be evaluated. During the evaluation, several questions should be answered, including: (1) what are the steps of the security leadership development process, and what is the best training method to convey those steps; (2) what are the obstacles that stand in the way of security leadership development programs being more productive and effective, and what can be done to overcome these obstacles; and (3) what are the potential negative consequences of weak security leadership training programs.

Effective approaches for training security leaders revolve around two axes, specifically what is delivered in the security leadership training system and how the security leadership training is delivered. To understand and evaluate these two axes, it is necessary to specify the inputs in the training system, to achieve the target of the training, and to measure the impact in three successive processes: identify, achieve, and develop.

Previous studies on evaluating leadership training methods have focused on the need to use an evidence-based methodology to transform the basis of student decision making—from imitation, intuition, and unsystematic experience to solid scientific research based on evidence from tried and approved practices. Studies have also identified the constraints-led approach (CLA) as an effective training method that enables students to interact with player-, environment-, and goal-based constraints, rather than following a linear and highly prescriptive learning path. The evidence-based interactive training methodology is an approach that applies the principles of both an evidence-based methodology and CLA.

Further, according to international indicators, the analysis of training policies in law enforcement, security, and police agencies has proven that an effective training approach requires defining targeted training outputs—including defining professional standards and required skills—while measuring skill gaps and implementing targeted training activities. An effective training approach also requires building capacities to achieve training objectives; developing knowledge bases for professional standards; creating a code for leadership skills; adopting effective measures to determine leadership competencies and characteristics; designing effective training content that meets contemporary security challenges; defining training paths for each specialized professional group (in addition to the general leadership training path); and ensuring trainers are qualified. Proper governance of training outputs includes adopting training policies and procedures; selecting partners for the implementation of training operations; identifying training programs and activities according to the leadership level, the framework of security competencies, and professional specialization; and developing a system for feedback, evaluation, and continuous improvement. To ensure the continuity and effectiveness of training approaches for security leaders, training programs should therefore demonstrate the principles of sustainability, competitiveness, evaluation, and partnership.

Through its many projects—including the International Journal of Police Science (IJPS)—the International Police Science Association hopes to support effective training approaches and other aspects of effective policing by supporting and sharing international scientific efforts in police science.

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Dr. Mamdooh is a former law enforcement officer with extensive professional experience in police training, security education, and international academic cooperation. In addition to founding the International Police Science Association (IPSA), Dr. Mamdooh created the World Internal Security and Police Index (WISPI) and Global Police and Security Index (GPSI), which measure the capacity and efficiency of police and security service providers to address internal security issues. Dr. Mamdooh's work has earned him numerous professional honors, including the 2014 CRIMINOLOGIA.IT, awarded by the United Nations, and the 2016 Distinction Medal, awarded by Sharjah's Ruler, His Highness Sheikh Dr. Sultan Al-Qasimi, for the continuous development of Middle Eastern Police Science and International Security Education. His research focuses on police science, law enforcement, and criminal justice administration.