

ON THE MOVE.

O'FALLON

POLICE

SAFEGUARDING LIVES. ADVANCING OPPORTUNITY.



LEADERSHIP:

- The process of guiding and directing the behavior of people in the work environment.
- It can be **formal or informal**.
- **Competence, commitment and character** -- three equal, but required traits -- none more important than the other. Leadership is both an art and science, and requires practice to hone, but mastering the three "C's" will provide a strong foundation upon which to grow.

General Gustave F. Perna became the 19th Commanding General of the U.S. Army Materiel Command (AMC) September 30, 2016.



Management:

The process of dealing with or controlling things or people.



TWO MOST POWERFUL TOOLS:

- Your Attitude.....
 - It can help you the most
- Your Tongue....
 - It can harm you the most.

9 Differences Between Being A Leader And A Manager



- 1. Leaders create a vision, managers create goals.**
- 2. Leaders are change agents, managers maintain the status quo.**
- 3. Leaders are unique, managers copy.**
- 4. Leaders take risks, managers control risk.**
- 5. Leaders are in it for the long haul, managers think short-term.**
- 6. Leaders grow personally, managers rely on existing, proven skills.**
- 7. Leaders build relationships, managers build systems and processes**
- 8. Leaders coach, managers direct.**
- 9. Leaders create fans, managers have employees.**



Which is better?

- **Managers need to lead, and leaders need to manage.**
- **In order to execute on a vision, both leadership and management are needed at every level.**

"The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things." --*Ronald Reagan*



Police Hiring and Promotions

BFPC

- Derives its power and authority from an act of the General Assembly entitled, “Division 2.1 Board of Fire and Police Commissioners, of Chapter 65 5/10-2-1 of the Illinois Compiled Statutes”.
- There are five commissioners, per city ordinance, and they are appointed by the Mayor with council advice.
- The Board shall have the authority of making rules to accomplish their purpose and for original appointments and promotions.
- The rules shall apply only to conducting examinations for original appointments and promotions.



Department Infrastructure

Mission

- **When defining the mission, the executive must consider:**
 - His/Her philosophy regarding the police mission.
 - Crime and calls-for-service patterns and trends as they exist in different parts of the community. (remember; we may not police the same way in all parts of our jurisdiction)
 - The ability of the officers who will be called upon to execute the mission.



Department Infrastructure

Creating A Positive Culture

- Establish a shared vision.
- The vision is operationalized through a clear and concise statement of the organization's mission.
 - All stakeholders should have input.
 - All stakeholders must understand and accept the mission (as much as possible).
- Establish organizational values.
 - Beliefs that guide an organization and the behavior of its employees.
- Define and prioritize goals.



Department Infrastructure

Developing a Vision

- Where do we want to be in the future (3 days, 3 weeks, 3 years from right now). “The best time to plant a tree is 10 years ago, the second best time is today.”
 - What might we do? **Possibilities**
 - What can we do? **Capabilities**
 - What do you want to do? **Priorities**
 - What should you do? **Values and Ethics**
-
- Remember, **Possibilities** and **Capabilities** can be situational. **Priorities, Values** and **Ethics** should not change.



Department Infrastructure Leading by Vision

- The Vision must be clear.
- The Vision must be owned (or at least understood) by all members of the organization.
 - This is where accountability comes into play.
- The Vision must be the basis for decisions.
 - Every decision within the organization must be based upon the critically important factors contained in the shared vision/mission. Some would say that a commonly shared vision can be the “boss’ under most circumstances.
 - In addition, decisions must be balanced against the potential impact on the community, the organization and the individual, in THAT order.

Department Infrastructure Leading by Vision (Cont.)



- The *Leader* must articulate the vision.
- The *Leader* must commit to the vision.
- The *Leader* must model the vision in his/her own life (“walk the walk”...)

Department Infrastructure Mission Development



- The leader must define the mission based on responsibilities and philosophy.
- The mission is operationalized through:
 - ❖ **Goals** (Desired Outcomes)
 - ❖ **Objectives** (Measurable outcomes to accomplish goals)
 - ❖ **Work Plans** (Precise activities to accomplish objectives, how do we get to the vision)

Department Infrastructure Moving Forward



- The mission is accomplished through:
 - ❖ **Training** (remember, 90% of our traditional training efforts are directed at the “crime control function” of our job while 90% of what we do deals with order maintenance or service)
 - ❖ **Policies and Procedures**
 - ❖ **Supervision** Accountability is an issue here as well, their buy-in is critical



Department Infrastructure

Moving The Mission Forward

- All organizational behavior must be directed toward the accomplishment of legitimate goals.
- Legitimacy of behavior and goals is instilled into the department through **values** and **ethics**.
- The chief executive must not only work with others to define **what** is to be done but must also set the tone for **how** it will be done.



Department Infrastructure Common Mission Failures

- Failure to clarify the goals
- Failure to translate the mission into specific functions for everyone at every level
- Failure to get buy-in (Accountability)
- Failure to report, review, reengage and recommit frequently (what do you discuss in staff meetings)
- Failure to clear a path for each other
- Failure to hold each other responsible



Top Twenty Mission Detours for Police Leaders

- Failure to develop self
- Confining yourself to your specialty
- Refusing to seek higher responsibility/Failure to take responsibility
- Failure to make sound and timely decisions
- Neglecting to inspect the environment (if you're new to your organization you must work to understand its culture and history... be careful here, try to learn for yourself)
- Wasting time on details or work that belongs to others (**micromanaging**)



Top Twenty Mission Detours for Police Leaders

- Using your position for personal gain
- Failure to tell the truth (you will be discovered)
- Not setting an appropriate example for your people (Ethics and Values!!!)
- Trying to be liked rather than respected
- Failing to cooperate with your employees
- Failing to ask your people for advice
- Failure to develop your people for promotion

Top Twenty Mission Detours for Police Leaders



- Emphasizing rules rather than skills
- Refusing to assess your own performance
- Accepting the minimum rather than encouraging the maximum
- Failing to keep criticism constructive
- Not paying attention to gripes and complaints
- Failing to communicate with your people
- Failure to treat your people as partners.



The Power of Perception!

The 8 P's of Perception

1. **PERSONALITY.** Do not allow the hurdles of assumptions, generalization, and routine to diminish your attempts at strength affirmation.
2. **PERSISTANCE.** Beaten dead horses' equal broken spirits. Resist the urge to remember the negative so well that you allow the positive to quickly evaporate. Dispense some slack.
3. **PERFORMANCE.** Expectations minus examples equal exasperations. You cannot give what you do not have. You will give what you do have.
4. **PRESENTATION.** There's nothing wrong with being nervous. Channel your nervous energy so it works for you rather than against you . Preparation will help you "celebrate the butterflies".
5. **PREOCCUPATION.** Battle the tendency to be there "without being there." Remember, your preoccupation will leak out and be perceived as indifference. Your eyes will give you away.



The Power of Perception!

The 8 P's of Perception (Stephen Gower)

6. **PEAKS.** We do not grow in straight-line fashion. Growth is a process, not a single event. We travel by detour. No one is normal.
7. **PUNISHMENT.** “Uh-O” minus “Ah-hah” equals “Oh no.” If you ask, “What do they see when they see me coming?”, and you think they rarely see an “Ah-hah,” then re-examination might be appropriate.
8. **PRAISE.** We do not grow when you incessantly put us down. We grow when you lead by affirming us at the point of strengths. K-I-S-S – Keep it Specific....Somehow!

The Gower Group, “What Do They See When They See You Coming”.

The O'Fallon Police Department is dedicated to
proactively solving problems
protecting life and property
through education, prevention and enforcement.



In striving to accomplish this mission,
service to community is our commitment
honor and integrity our mandate.

mission

WHAT WE ARE ABOUT

service

education

community

honor

integrity

promise



ONE FORCE UNITED

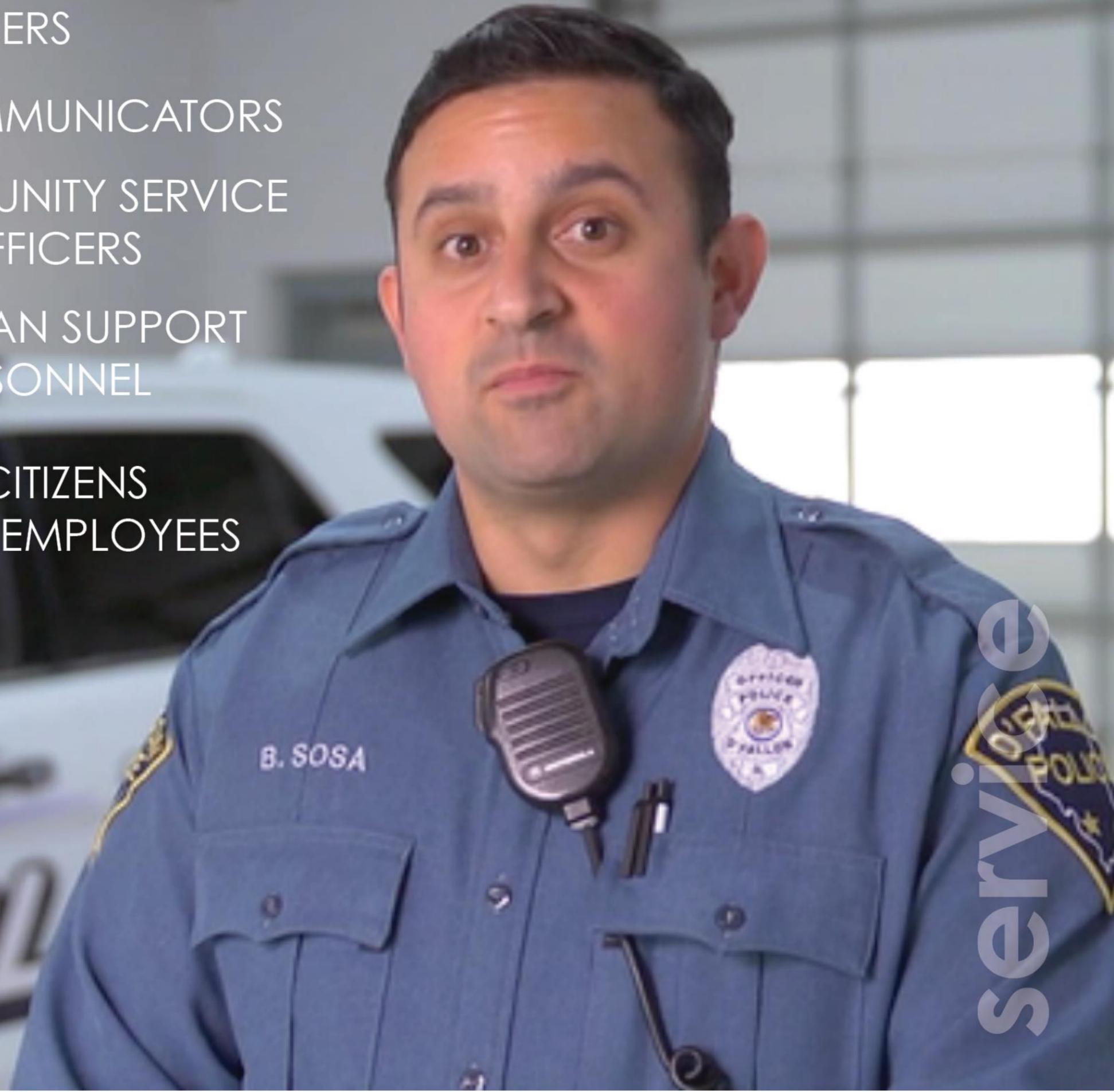
50 SWORN OFFICERS

20 TELECOMMUNICATORS

6 COMMUNITY SERVICE
OFFICERS

6 CIVILLIAN SUPPORT
PERSONNEL

30,000+ CITIZENS
BUSINESSES & EMPLOYEES



service

WELL EDUCATED

93%

BACHELOR'S DEGREE

10%

MASTER'S DEGREE

service

CALLS FOR SERVICE

2015

25,236

2016

30,017

2017

30,642

2018

33,492

2019

35,975

2020

25,669

O'Fallon
ILLINOIS
PUBLIC SAFETY FACILITY



WELL TRAINED

Over 3000 hours of outside training annually.

FBI ACADEMY / NORTHWESTERN
COMMAND SCHOOL

service

PASSING IT ON

OFFICERS AS TEACHERS

SWIC / LINDENWOOD

POLICE ACADEMY

SILEC



twice

NO QUOTAS OR PROFILES

QUOTAS ARE ILLEGAL IN ILLINOIS

**76% OF OUR TRAFFIC STOPS ENDED IN A WRITTEN WARNING WITH
NO CITATION**

service

NO QUOTAS OR PROFILES

TRAFFIC FINES AND REVENUE

FY20 – 1.34% OF 7.33 MIL BUDGET

FY21 – 1.41% OF \$7.56 MIL BUDGET

service

TASK FORCE

MAJOR CASE SQUAD

MOBILE FIELD FORCE

ILLINOIS EMERGENCY ALARM
SYSTEM



service



CITIZEN ACADEMY

8 WEEK COURSE

INVESTIGATIONS
CRIME SCENES

TRAFFIC STOPS
DUI

GUN RANGE
RIDE ALONGS

RESPONSE TO RESISTANCE
AED/CPR CERTIFICATION



O'Fallon
Police

SAFE SCHOOLS

SCHOOL RESOURCE OFFICERS SINCE 1995

CRISIS TEAM

STAFF TRAINING

SCHOOL CHECKS

911 AWARENESS

TEACHING STUDENTS



Safe Schools
SROs

INVESTING IN OUR FUTURE



YOUTH ACADEMY EXPLORER POST

NEIGHBORHOOD WATCH

SEE SOMETHING SAY SOMETHING

NATIONAL NIGHT OUT

9 ACTIVE GROUPS



Position

SAFEGUARDING OUR COMMUNITY

GUN LOCKS

LOCK BOXES
FOR ELDERLY

CHILD ID KITS

FINGER PRINTING
EMPLOYEE
BACKGROUND
CHECKS

RAPE AGGRESSION
DEFENSE TRAINING

education





**COPS AND
KIDS
SINCE 2002**



COFFEE WITH A COP



POP UP BAR-B-QUE

COMMUNITY



2021 Night to Unite!



Tuesday

October 5th, 2021

6:00 – 8:00 PM

O'Fallon City Park

401 E. Fifth St.



COMMUNITY FUNDRAISING



CHIEF FOR A DAY



community



HONOR GUARD



A HIGHER POWER OPD CHAPLAINS



COMMITMENT TO GROW

RECRUITMENT OF
WOMEN & MINORITIES

integrity



COMMITMENT TO MEET OUR NEEDS

WHAT IF WE ASKED YOU TO
WEAR THE BADGE?

ESTABLISHMENT OF
ADVANCED, FAIR AND
PROGRESSIVE QUALITY
TESTING & TRAINING
PROGRAM

“I am asking you to take up the challenge.
It matters. **NOW MORE THAN EVER.**”

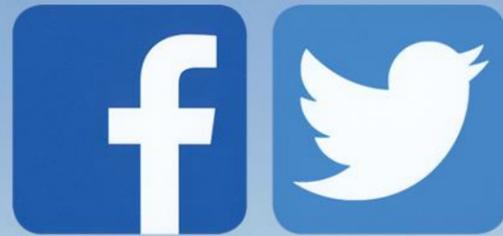
Eric Van Hook

Chief of Police | O'Fallon, Illinois



FULFILLING THE MISSION

24/7/365



integrity