



ProPEL: Professional Practice, Education and Learning

An International Network for Research at the University of Stirling

Leadership for Policing in Times of Change

Monday 1 June 2015

Court Room, Scottish Police College, Tulliallan

Sponsored by the Scottish Institute for Policing Research

- 08:30 Coffee and networking
- 09:00 Welcome and introductions – **Professor Tara Fenwick**, Director of ProPEL and Associate Director, Scottish Institute of Policing Research
Overview – **Professor Nick Fyfe**, Director, Scottish Institute of Policing Research
- Speaker one: **Mike Robbins**, Provost of Stirling and leadership consultant, (30 min)
- Speaker two: **Kate Hudson**, Head of Learning & Development, Scottish Prison Service (30 min)
- 10:10 **Discussion**
Small groups develop questions for both speakers.
- 10:30 **Debrief plenary**
- 11:00 *Refreshment break*
- 11:20 Speaker three: **Graham Leicester**, Director, International Futures Forum (30 min)
- Speaker four: **Steve Allen**, Deputy Chief Constable, Police Scotland (20 min)
- 12:15 **Discussion**
What insights, questions and forward directions from today can inform leadership and leadership development in policing?
- 12:45 **Debrief plenary**
- 13:00 *Lunch*
- 13:30 Meeting closes

Leadership for Policing in Times of Change

Featuring



Tara Fenwick joined the University of Stirling School of Education in January 2010, taking up a Chair in Professional Education. Formerly she was Professor and Head of Department of Educational Studies at the University of British Columbia in Vancouver, Canada. Her research has focused on lifelong learning and education in the everyday activity of 'workplaces' and organizations, with particular interest in understanding how identities, power relations and knowledge emerge in the rapidly changing conditions of globalized workplace practices. In January 2014 she was appointed Associate Director for the SIPR Education and Leadership Network.



Nick Fyfe is the founding Director of SIPR and also Professor of Human Geography at the University of Dundee. Much of his most recent research has focused on witness intimidation and witness protection, as well as on missing people. His most recent book, *Centralizing Forces? Police reform in Northern and Western Europe in Comparative Perspective* (co-edited with Jan Terpstra and Pieter Tops) was published in 2013. In 2014 he was awarded the Distinguished Achievement Award by the Center for Evidence Based Crime Policy in Washington DC for his work on supporting the use of research evidence in policy and practice.



Mike Robbins was appointed Provost of Stirling Council in 2012. Mike is a self-employed management consultant and an associate of a leading negotiations consultancy who has delivered training solutions to a number of FTSE 100 companies. His work has included a number of commissions in East Africa as advisor to the governments of Kenya and Zambia. Mike trained as an internal consultant with the Civil Service College and has worked in most central government departments, training senior managers in leadership and management development.



Kate Hudson joined the Scottish Prison Service as Head of Learning and Development in January 2015 and is responsible for defining and implementing learning and development strategy, building the technical, behavioural, managerial and leadership capabilities needed within the organisation. Prior to that she was University Engagement Manager at Newcastle University for three years. She has managed a variety of regional, national and international projects in education, community development and public engagement, and developed expertise in leading stakeholders to achieve common goals, with particular skills in bridging the gaps that often appear between internal services or, on multi-stakeholder projects, between organisations.



Graham Leicester is Director of the International Futures Forum. Graham previously ran Scotland's leading think tank, the Scottish Council Foundation, founded in 1997. From 1984-1995 he served as a diplomat in HM Diplomatic Service, specialising in China (he speaks Mandarin Chinese) and the EU. Between 1995 and 1997 he was senior research fellow with the Constitution Unit at University College London. He has also worked as a freelance professional cellist, including with the BBC Concert Orchestra. He has a strong interest in governance, innovation and education, is a senior adviser to the British Council on those issues, and has previously worked with OECD, the World Bank Institute and other agencies on the themes of governance in a knowledge society and the governance of the long term.



Steve Allen transferred to Scotland in 2010 and was appointed Deputy Chief Constable of Police Scotland in January 2013, with responsibility for the safety and security of the Commonwealth Games and Ryder Cup in 2014. Prior to this he was appointed Commander in the Metropolitan Police in 2003, leading the Racial and Violent Crime Task Force and then established the Violent Crime Directorate. He played a key role in responding to the families of victims of both the Tsunami and the London bombings in 2005. In 2007, he was appointed as Commander of the City of Westminster, responsible for policing central London. During his time in London he was the national lead for Honour Based Violence and for Robbery. Transferring in January 2010, Steve became the Deputy Chief Constable of Lothian and Borders Police.