

Scottish Institute for Policing Research

Organisational Learning as a Driver for Change and Resilience within Policing

Rivers Suite, Craiglockhart Campus, Edinburgh Napier University

Wednesday 26th April 2023

Programme

10:00	Dean's Welcome	Professor Christine Cross
10:15	Leadership: The key to unlocking organisational learning	Jon Parry, Head of Research; and Jonathan Freegard, Practice Principal on Workforce Development, The Workforce Development Trust
11:00 – 11:15	Comfort Break	
11:15 – 12:00	Embedding organisation learning into policing: Lessons from academia and practice	Professor Denise Martin Inspector Amanda Nicholson
12:00 – 12:45	Organisational learning and leadership: Quantity, quality and the way forward. The Norwegian Context	Dr Trond Myklebust, Police Inspector and Associate Professor, PHS; Professor Cathrine Filstad, PHS
12:45 – 13:30	Buffet Lunch and Networking	
13:30 – 14:15	Organisational learning and retention: An analysis of the voices of voluntary resigners from the police service in England and Wales	Professor Sarah Charman
14:15 - 15:15	Round Table Sessions	
15:15 – 16:00	Networking, viewing of graphic recording, and optional tour of The War Poets' Collection	

Speaker Biographies

Jon Parry

Jon Parry is Head of Research at *Skills for Justice* and has over 25 years' experience in senior roles, leading and managing teams across the public sector. He is responsible for heading a UK-wide research unit which conducts evidence-based research and policy development across the policing and wider justice sectors. He is currently a lead investigator on a research project across England & Wales, for the *Home Office*, focused on the implementation of *Out of Court Disposal Orders* and he has recently completed a three-year study of *equality, diversity and inclusion* in policing for the *Project Uplift Programme* team and a *spatial study of violence in London* for the *Mayor's Office for Policing and Crime*. Jon sits on the Advisory Board of Birmingham University's *Centre for Crime, Policing and Justice* and is a co-founder of the national *Better Policing Collaborative*.

Jonathan Freegard

Jonathan Freegard is a Principal Consultant at the Workforce Development Trust. Specialising in workforce planning Jonathan leads the workforce development practice, a multidisciplinary team working across the UK healthcare and criminal justice sectors. For over a decade he has led diverse workforce transformation portfolios in the public sector, including within policing and the rail industry. A member of the CIPD and the Workforce Planning Institute, Jonathan's most recent role before joining the Trust was the Regional Strategic Workforce Planning lead at Network Rail. Prior to that he was the Head of People Development at Wiltshire Police, his final role in a 12-year career at his home force.

Professor Denise Martin

Denise Martin is Professor of Criminology at Abertay University and currently Associate Director for Education and Leadership network for SIPR. She has led and been involved in various research projects and evaluations in the field of policing including evaluations of Police Scotland's National Child Abuse Investigation Unit and Prevention First a partnership initiative aimed at reducing violence and anti-social behaviour. She has worked with a range of agencies, including the Home Office, Scottish Prison Service, Police Scotland, Mayors Office for Policing and Crime and National Police Chiefs Council. She has published three edited collections and numerous articles and contributed to several reports on policing matters. Her main areas of expertise are police organisational change, police professionalism, policing education, and leadership.

Inspector Amanda Nicolson

Inspector Amanda Nicolson is based in the Learning and Development Strategy team at the Police College in Tulliallan and has been involved in a National Review of Police Training.

Dr Trond Myklebust

While serving as a police officer, Trond gained his bachelor degree from the University of Oslo, an MSc Investigative Psychology from the University of Liverpool, and his PhD in Psychology from the University of Oslo. He holds the position as Assistant Chief of Police at the Norwegian Police University College, and Program Leader for their Master program in Investigation. Myklebust is a member of the Work and Organizational Psychology Research Group at the University of Oslo. He has published his research in various books and peer-reviewed journals. From 2020 he was elected as Executive Board

member of the International Managers of Police Academy & College Training Section, the International Association of Chiefs of Police. He also holds the positions as the Norwegian representative for Higher Education, and the National Research and Science Correspondent for CEPOL (the European Union Agency for Law Enforcement Training). With his practical and theoretical background, Myklebust is committed and truly believes in bringing law enforcement practitioners and academics together.

Professor Cathrine Filstad

Catherine Filstad is Professor of Organizational Learning and Leadership at Kristiania University College, Norway and a Professor of Police Leadership at the Norwegian University College. She has taught, researched and published a number of articles, reports and books within the Norwegian police reform, police leadership as practice, the police as a learning organization, police culture, knowledge-based policing and emotional strategies in policing.

Professor Sarah Charman

Sarah Charman is Professor of Criminology at the University of Portsmouth, UK and Editor-in-Chief of the International Journal of Law, Crime and Justice. She has researched and published widely in the last 25 years on the sociology of policing and the policing organisation, most notably on policing cultures, police leadership, police recruits and pandemic policing. Her current research focuses on the areas of police wellbeing and police leavers.