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COURSE BROCHURE

Advanced Police Leadership and Command Training Course

1 – 12 March 2027
Dar es Salaam

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Registered in the United Kingdom and Saudi Arabia

Advanced Police Leadership and Command Training Course

Ref: 555_20551 **Date:** 1 – 12 March 2027 **Location:** Dar es Salaam **Fees:** 9500 GBP

Police Leadership and Command is an advanced 2-week training course for police inspectors, senior officers and command leaders who direct operational teams, carry command decisions and shape how their units change, ending with a Leadership Development and Command Plan. Police organisations now face tighter scrutiny of conduct, complex critical incidents and workforce pressures at once. Jupiter Prime Training offers this course to commanders accountable for both outcomes and integrity.

Why Police Leadership and Command Matters Now

Three forces shape police leadership today: public and internal oversight that holds commanders accountable for every decision and every officer's conduct, critical incidents that cross agencies and unfold live on social media, and workforces stretched by recruitment gaps, wellbeing concerns and new demands such as digital crime. A service led well keeps public legitimacy, makes defensible command decisions under pressure and retains capable officers, while one led poorly suffers misconduct scandals, failed operations and falling morale. The course draws on police legitimacy and procedural justice research as the ethical base of command, applied inside the organisation as well as on the street.

Who Gains Most from Police Leadership and Command

- Inspectors who lead shifts, response units or investigation teams day to day
- Senior officers who set district or departmental priorities and allocate resources
- Command leaders who take strategic or tactical charge of major operations
- Professional standards leads who uphold ethics, integrity and conduct
- Change leads who carry restructuring, technology or reform initiatives through units

A command team that sends its inspectors and senior officers together gains most, because they can agree shared decision logs, performance conversations and incident command roles across the whole district.

Police Leadership and Command Capabilities

Participants move from managing their own unit to commanding with a clear decision rationale, an ethical stance their officers can follow and a credible path for change.

- Apply a structured decision model to record and justify command decisions — defensibility before review boards and courts
- Design team structures, briefings and tasking that keep operational units focused — inspectors leading shifts and squads
- Build an integrity framework of standards, early-warning signs and challenge — professional standards and public oversight
- Calculate and discuss unit performance using balanced crime, quality and wellbeing measures — senior officers allocating resources
- Assess critical incidents through strategic, tactical and operational command levels — commanders coordinating with partner agencies
- Communicate change rationale and manage resistance within ranks — senior teams carrying organisational reform

Key Police Leadership and Command Terms

- Command decision log — a contemporaneous record of the information, options, rationale and outcome behind each significant command decision.
- Command levels — the separation of strategic, tactical and operational responsibility so each commander knows which decisions belong to them.
- Integrity framework — the standards, reporting routes and checks that prevent, detect and address misconduct in a police organisation.
- Critical incident — an event where police action significantly affects the confidence of victims, families or the community.
- Balanced performance measures — indicators combining crime outcomes, service quality, staff wellbeing and public confidence rather than counts alone.
- Command debrief — a structured review after an operation that captures decisions, lessons and actions for future command.

Police Leadership and Command Day by Day

Day 1: The Strategic Context of Police Command

- Police Legitimacy and Accountability — Public Consent as the Basis of Command
- Oversight Bodies and Internal Scrutiny — What Commanders Must Justify
- Workforce Trends in Policing — Recruitment, Retention and Wellbeing Pressures
- Emerging Demand Patterns — Digital Crime and Vulnerability Cases
- Leadership Self-Assessment — Baseline for the Development Plan

Day 2: Command Decision Making

- Structured Decision Models — Gathering Information, Options and Rationale
- Decision Logs and Rationale Writing — Defensible Records for Review
- Risk Appetite in Operational Decisions — Balancing Harm and Proportionality
- Cognitive Bias Under Pressure — Recognising Tunnel Vision and Groupthink
- Delegation and Authority Levels — Who Decides at Each Rank

Day 3: Leading Operational Teams

- Team Structures for Response and Investigation — Matching Skills to Demand
- Operational Briefings and Tasking — Clear Intent for Every Shift
- Supervisory Visibility on the Ground — Presence That Shapes Conduct
- Managing Fatigue and Wellbeing — Sustaining Teams Through Peak Demand
- Developing Sergeants and First-Line Leaders — Building the Next Command Tier

Day 4: Ethics and Integrity in Command

- Codes of Ethics in Policing — Standards Commanders Model Daily
- Integrity Frameworks and Early Warning — Spotting Patterns Before Misconduct
- Speak-Up and Challenge Culture — Protecting Officers Who Report Wrongdoing
- Conflicts of Interest and Gifts — Clear Rules and Registers
- Handling Misconduct Investigations — Fairness to Officers and Public

Day 5: Performance Leadership in Police Units

- Balanced Performance Measures — Beyond Arrest and Detection Counts
- Performance Conversations With Officers — Setting Goals and Giving Feedback
- Underperformance and Capability Processes — Supportive and Fair Action
- Recognition and Motivation Approaches — Reinforcing Valued Behaviour
- Resource Allocation Using Demand Data — Deploying Officers Where Needed

Day 6: Critical Incident Leadership

- Strategic, Tactical and Operational Command Levels — Clear Roles in Major Incidents
- Multi-Agency Coordination — Shared Situational Awareness With Partners
- Critical Incident Recognition — Early Declaration and Escalation
- Command Under Media and Public Scrutiny — Holding Statements and Transparency
- Command Debriefs After Major Operations — Turning Lessons Into Practice

Day 7: Community and Partner Leadership

- Community Confidence Indicators — What Residents Expect From Commanders
- Strategic Partnerships With Local Agencies — Shared Problem-Solving Agendas
- Engaging Community Leaders During Tension — Preventing Escalation
- Victim-Centred Leadership — Service Standards for Vulnerable People
- Accountability Meetings With the Public — Explaining Command Choices

Day 8: Leading Change in Policing

- Change Readiness Assessment in Police Units — Gauging Rank and File Support
- Communicating Change Rationale — Linking Reform to Public Outcomes
- Managing Resistance Within Ranks — Listening, Involving and Adjusting
- Technology Adoption in Policing — Body Cameras, Data Systems and Analytics
- Sustaining Reform After Launch — Embedding New Practice in Routines

Day 9: Personal Leadership and Resilience

- Leadership Styles in Command Settings — Adapting Between Crisis and Routine
- Emotional Intelligence for Commanders — Reading and Steadying Teams
- Personal Resilience and Trauma Exposure — Protecting Commanders' Judgement
- Coaching and Mentoring Junior Leaders — Growing Command Capability
- Executive Presence and Communication — Credibility With Ranks and Public

Day 10: Practising the Leadership Development and Command Plan

- Applying Decision Models — Logging a Simulated Command Decision
- Applying Integrity Frameworks — Unit Risk and Early-Warning Review
- Applying Critical Incident Command — Tabletop Major Incident Exercise
- Applying Change Leadership — Roadmap for One Unit Reform
- Leadership Development and Command Plan — Combining Goals, Decisions and Actions

Applying Police Leadership and Command After the Course

- Introduce a command decision log for your unit's significant decisions over one month, then review its entries with peers for clarity of rationale.
- Run a balanced performance conversation with each direct report using crime, quality and wellbeing measures, and agree one development goal for each.

Police Leadership and Command Questions FAQ

What is police leadership and command and why does it matter now?

Police leadership and command is the practice of directing officers, making defensible operational decisions and upholding integrity across a police organisation. It matters now because scrutiny, complex incidents and workforce pressures test commanders more than ever.

Which roles gain most from police leadership and command training?

Inspectors, senior officers and command leaders gain most from police leadership and command training, along with professional standards leads and officers carrying change initiatives.

How does police leadership and command training differ from persuasion and influencing skills for policing?

Police leadership and command training focuses on decisions, integrity, performance and change inside the organisation. Persuasion and influencing skills for policing focus on officers' encounters with the public, suspects and witnesses.

What do you bring back from police leadership and command training?

You bring back a Leadership Development and Command Plan setting out your decision approach, integrity safeguards, performance measures, incident command roles and one change roadmap.

Police Leadership and Command: The Way Forward

The Leadership Development and Command Plan first shapes how a commander records decisions and sets unit priorities in the coming quarter. Inspectors and senior officers use it with their own line managers to agree development goals and command responsibilities. After its first use, decision logs and debriefs show where judgement held under pressure, in a city division or a specialist investigations unit alike.