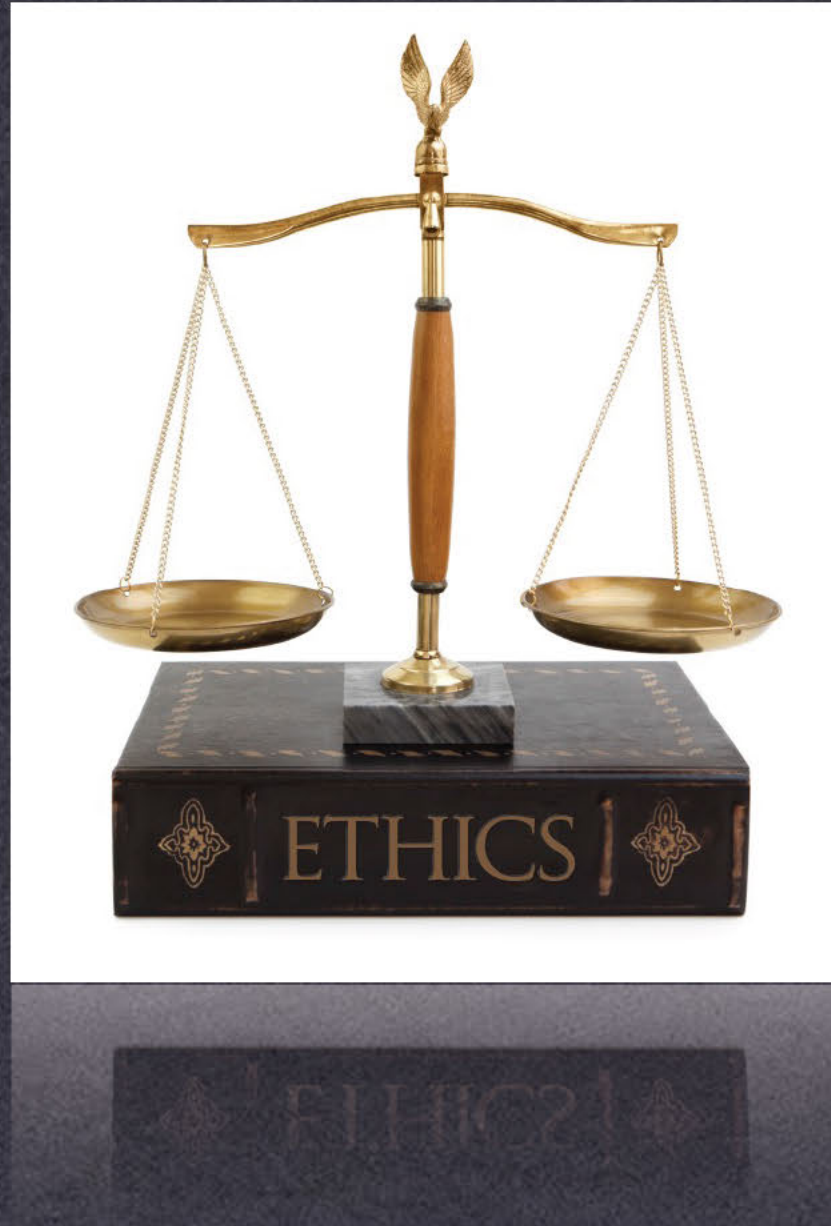




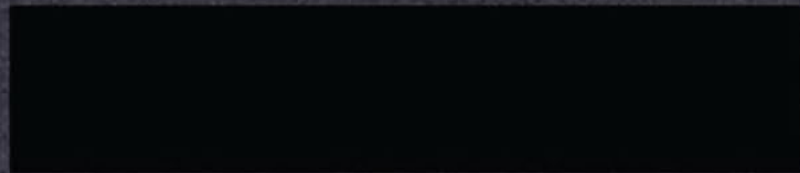
Leadership, Professionalism, and Ethics


San Jose Police Department

Listen.
Learn.
Be Inspired.

TED^x PugetSound

2009



I WANT TO HELP PEOPLE

104 LEADERSHIP TRAITS

ACCOUNTABILITY	DEPENDABILITY	INDEPENDENCE	PRODUCTIVITY
ADAPTABILITY	DIRECTION	INNOVATION	PROFESSIONALISM
APPROACHABILITY	DISCIPLINE	INSPIRING	PURPOSEREALISTIC
ARTICULATION	DRIVE	INTEGRITY	REASONABLENESS
ASSERTIVENESS	DUTY	INTELLIGENCE	RELIABILITY
AUTHORITY	EMPATHY	INTUITION	RESILIENT
BALANCE	EMPOWERMENT	KINDNESS	RESOURCEFULNESS
BOLDNESS	ENCOURAGEMENT	KNOWLEDGE	RESOURCEFULNESS
BRAVERY	ENGAGEMENT	LIFE-LONG LEARNER	RESPECT
CALM	ETHICAL	LIKABILITY	RESPONSIBILITY
CHARACTER	EVEN-TEMPERED	LISTENING	RESTRAINT
CHARISMA	EXPERIENCE	LOYALTY	REWARDING
CITIZENSHIP	FACILITATION	MATURITY	SELF-CONTROL
CLARITY	FAIRNESS	MEDIATING	SELFLESSNESS
COLLABORATION	FAITH	MENTORING	SERVICE
COMMITMENT	FAMILY VALUES	MORALITY	SOCIAL SKILLS
COMMUNICATION	FLEXIBILITY	MOTIVATION	STRATEGIC
COMPASSION	FOCUS	OPEN-MINDEDNESS	STREET-SMART
COMPETENCE	FORWARD-THINKING	OPTIMISM	STRENGTH
CONFIDENCE	GENEROSITY	ORGANIZATION	TEACHING
CONSISTENCY	HONESTY	PASSION	TOLERANCE
CONVICTION	HONOR	PATIENCE	TRANSPARENCY
COURAGE	HIGH-ENERGY	PERSPECTIVE	TRUSTWORTHINESS
CREATIVE	HUMBLE(NESS)	POSITIVITY	UNDERSTANDING
CURIOSITY	HUMILITY	PRESENCE	VISION
DECISIVENESS	HUMOR	PROACTIVE	WISDOM

POWER

VS

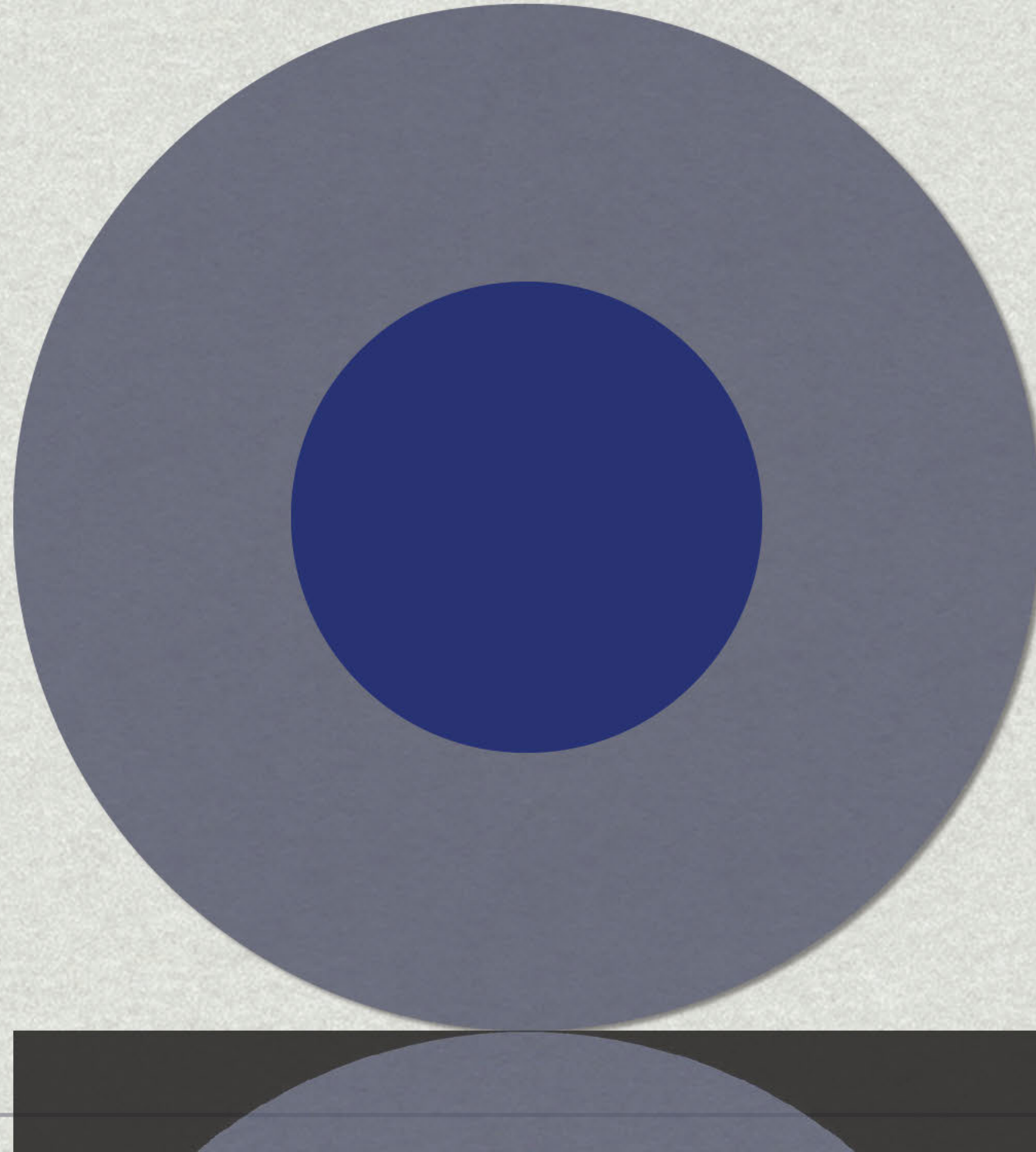
AUTHORITY

VOI LLOKILI I I

Compliance vs. Commitment



Circle of Influence



1. DEFINE VALUES.

FUNDAMENTAL BELIEFS UPON WHICH DECISIONS AND CONDUCT ARE BASED AND THAT YOU HOLD TRUE TO YOU.

2. DEFINE ETHICS.

ACCEPTED RULES OF CONDUCT GOVERNING AN INDIVIDUAL OR GROUP. WHAT IS GOOD OR BAD HAS TO DO WITH MORAL DUTY AND OBLIGATION.

3. DEFINE PRINCIPLES.

ETHICAL STANDARDS RELIED UPON FOR GUIDANCE IN DECISION MAKING.

4. DEFINE INTEGRITY.

RIGID ADHERENCE TO A CODE OR STANDARD OF VALUES; EVEN IN THE FACE OF ADVERSITY.

5. NAME THE FIVE TYPES OF VALUES.

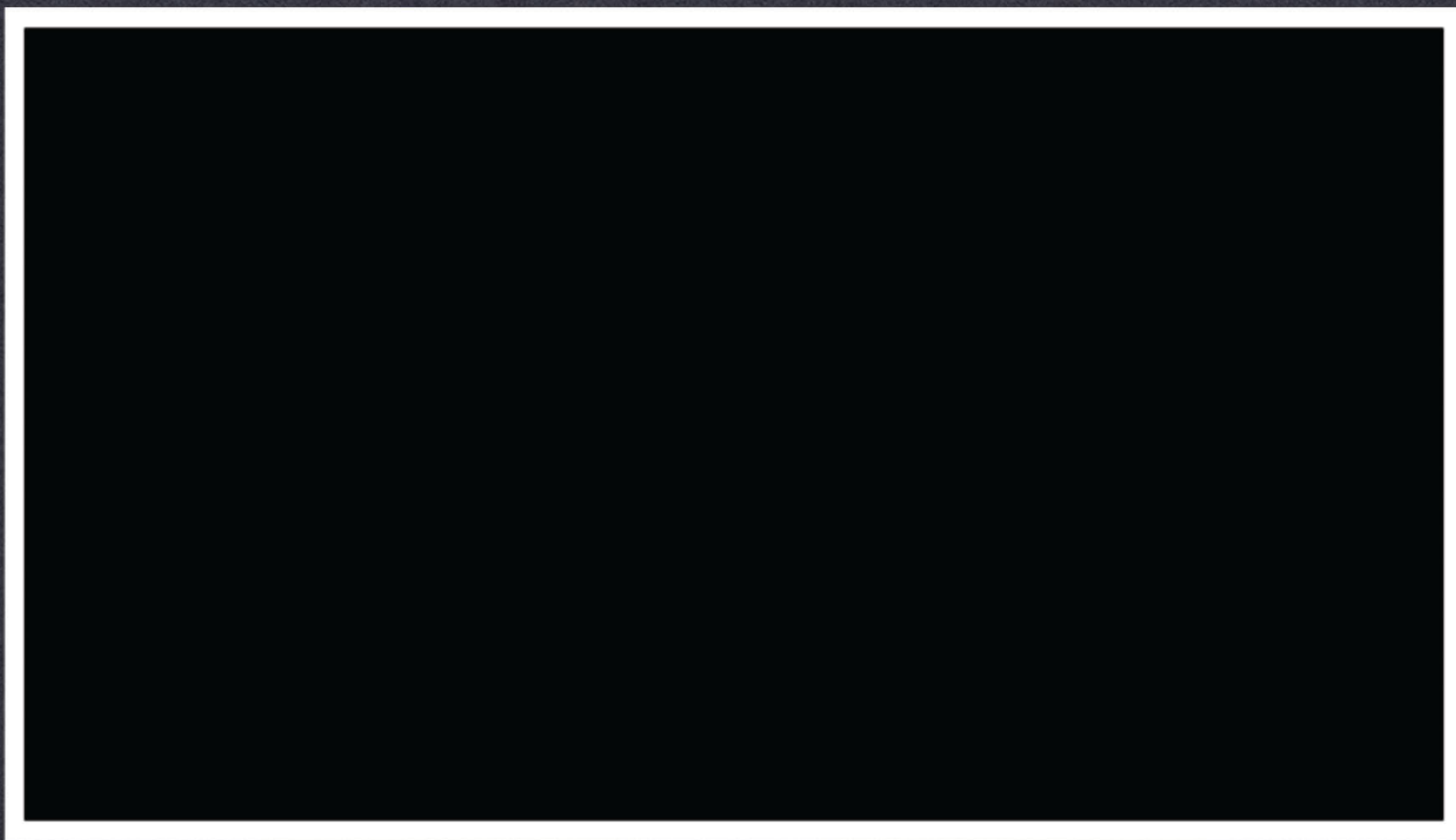
PERSONAL, ORGANIZATIONAL, PROFESSIONAL, SOCIETAL, AND CULTURAL.

6. RATIONALIZATION OF UNETHICAL ISSUES IS A WAY OF EXPLAINING WHAT?

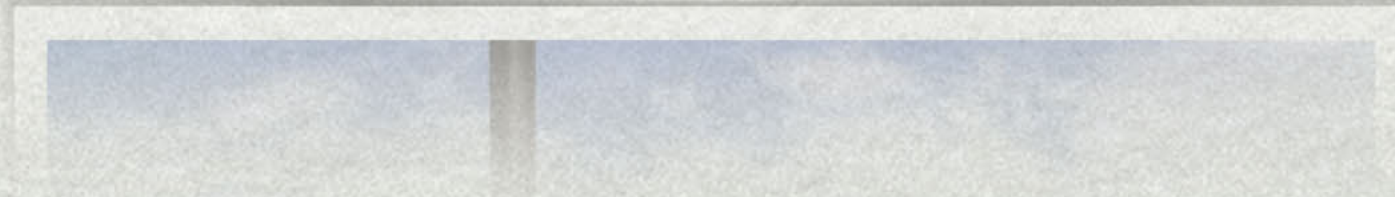
UNETHICAL CONDUCT SO THAT IT SOUNDS LESS UNETHICAL.

7. NAME THREE QUESTIONS IN AN “ETHICS CHECK.”

IS IT LEGAL? IS IT BALANCED? HOW WILL IT MAKE ME FEEL ABOUT MYSELF?



Life Balance



168 hours in a week

Working (12 hrs / day x 4 days / week) 48

Commuting (1 hr / day x 4 days / week) 4

Cooking & Eating (2 hrs / day x 7 days / week) 14

Sleeping (6 hrs / day x 7 days / week) 42

Grooming & Pooping (1 hr / day x 7 days / week) 7

53 hours of free time

I spend my free time with...

- ✱ Family
- ✱ Friends
- ✱ Pets
- ✱ Faith
- ✱ Hobbies
- ✱ Sports
- ✱ Fitness
- ✱ Chores
- ✱ Education
- ✱ Entertainment
- ✱ Shopping
- ✱ Community
- ✱ Bow-chicka-wow-wow

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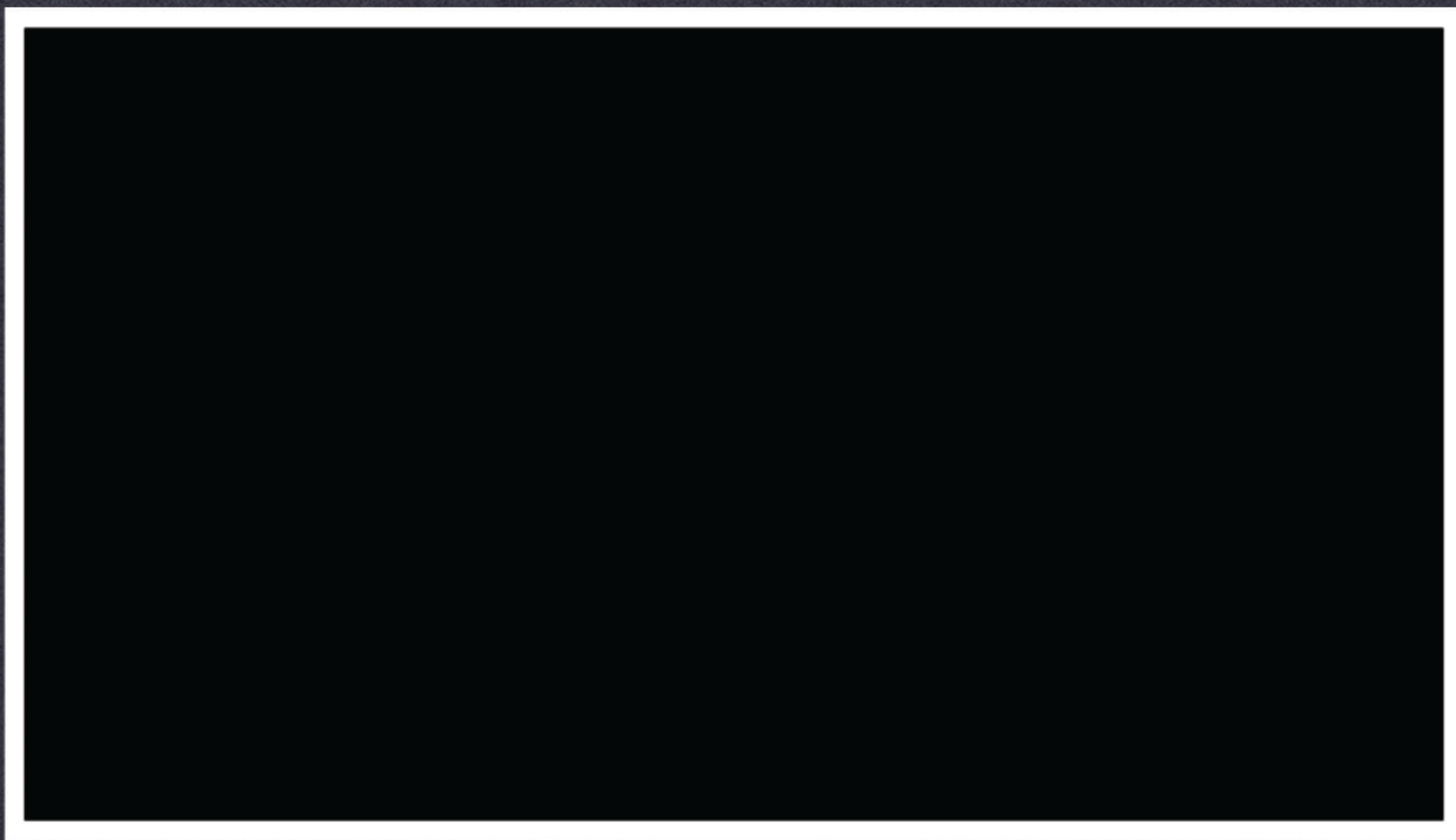
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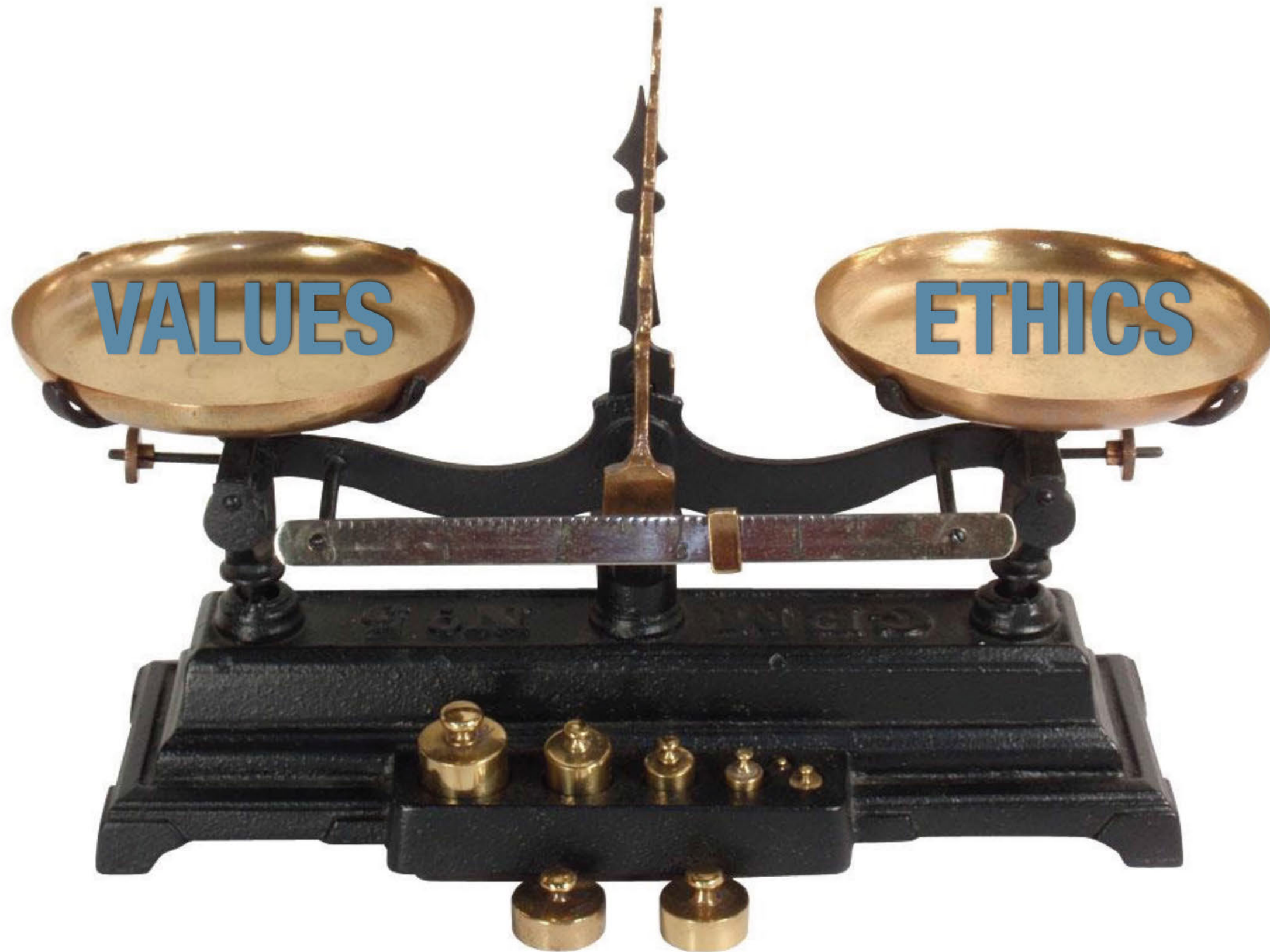
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Peer Leadership









1. DEFINE VALUES.

FUNDAMENTAL BELIEFS UPON WHICH DECISIONS AND CONDUCT ARE BASED AND THAT YOU HOLD TRUE TO YOU.

2. DEFINE ETHICS.

ACCEPTED RULES OF CONDUCT GOVERNING AN INDIVIDUAL OR GROUP. WHAT IS GOOD OR BAD HAS TO DO WITH MORAL DUTY AND OBLIGATION.

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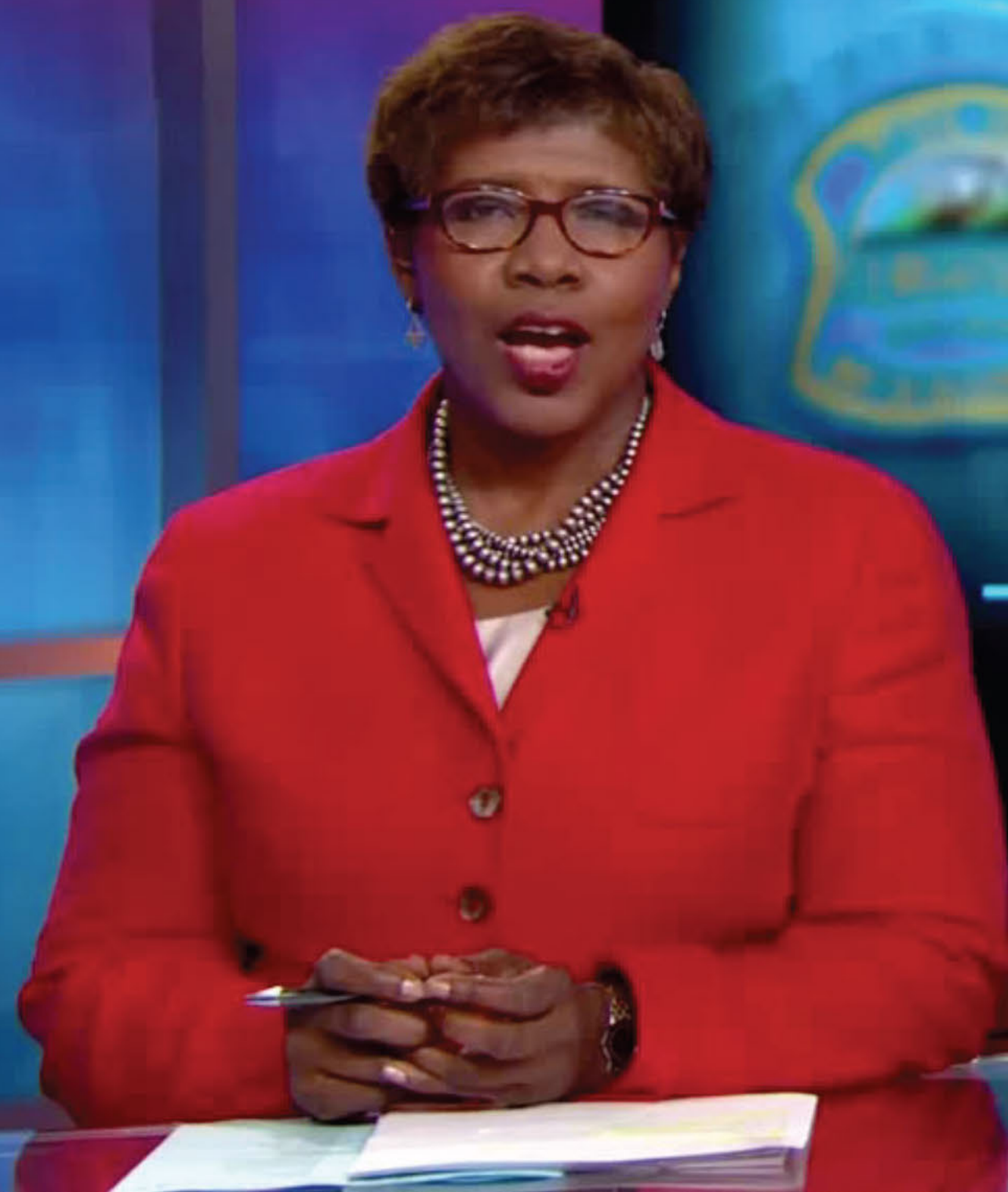
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IS IT LEGAL? IS IT BALANCED? HOW WILL IT MAKE ME FEEL ABOUT MYSELF?



THIN BLUE LINE

THIN BLUE LINE



TRUST

**LAW ENFORCEMENT
COMMUNITY SERVICE OFFICERS
CALL TAKERS**

THE COMMUNITY

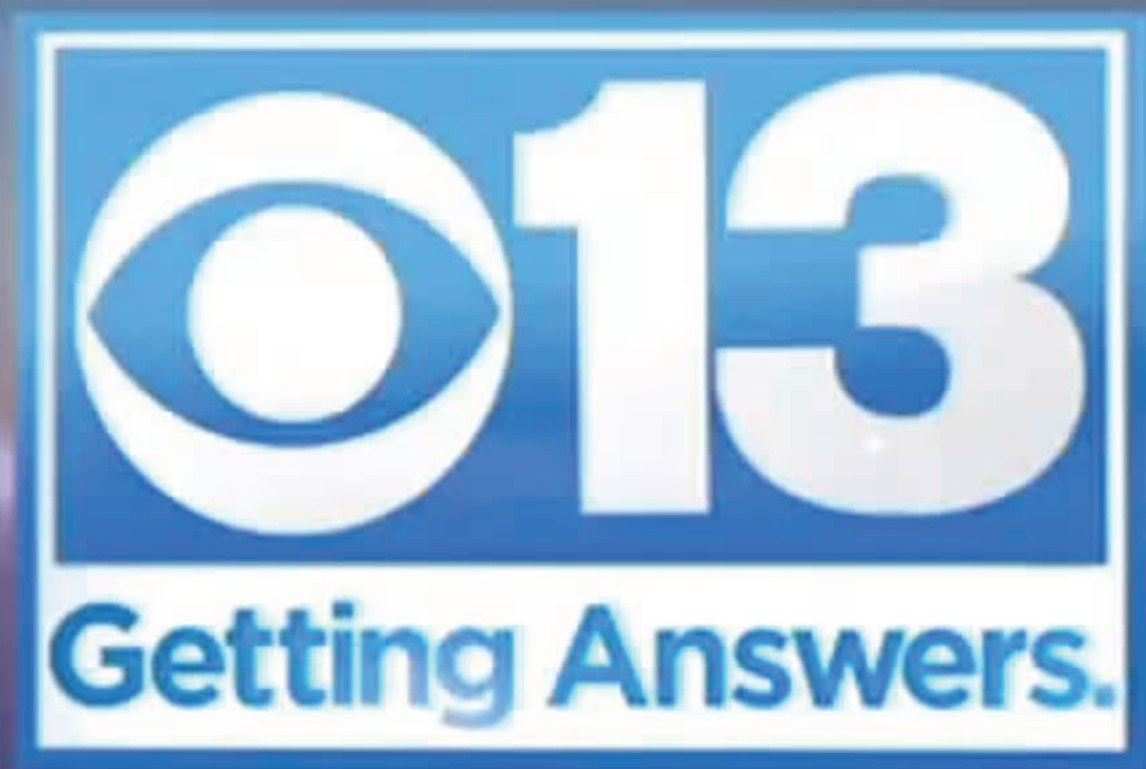


TRUST

LAW ENFORCEMENT

DISPATCHERS

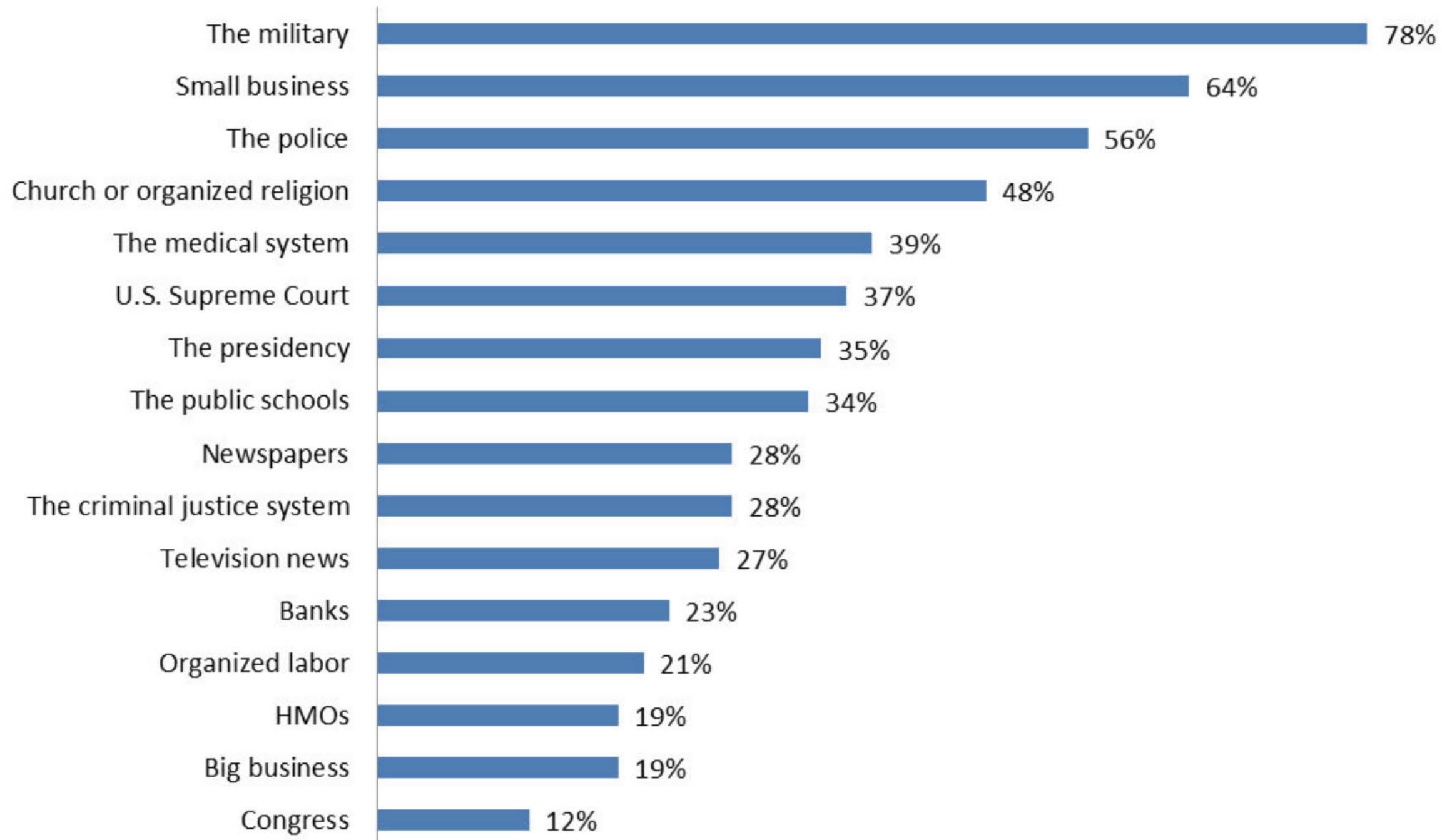




KOVR | STOCKTON | SACRAMENTO | MODESTO

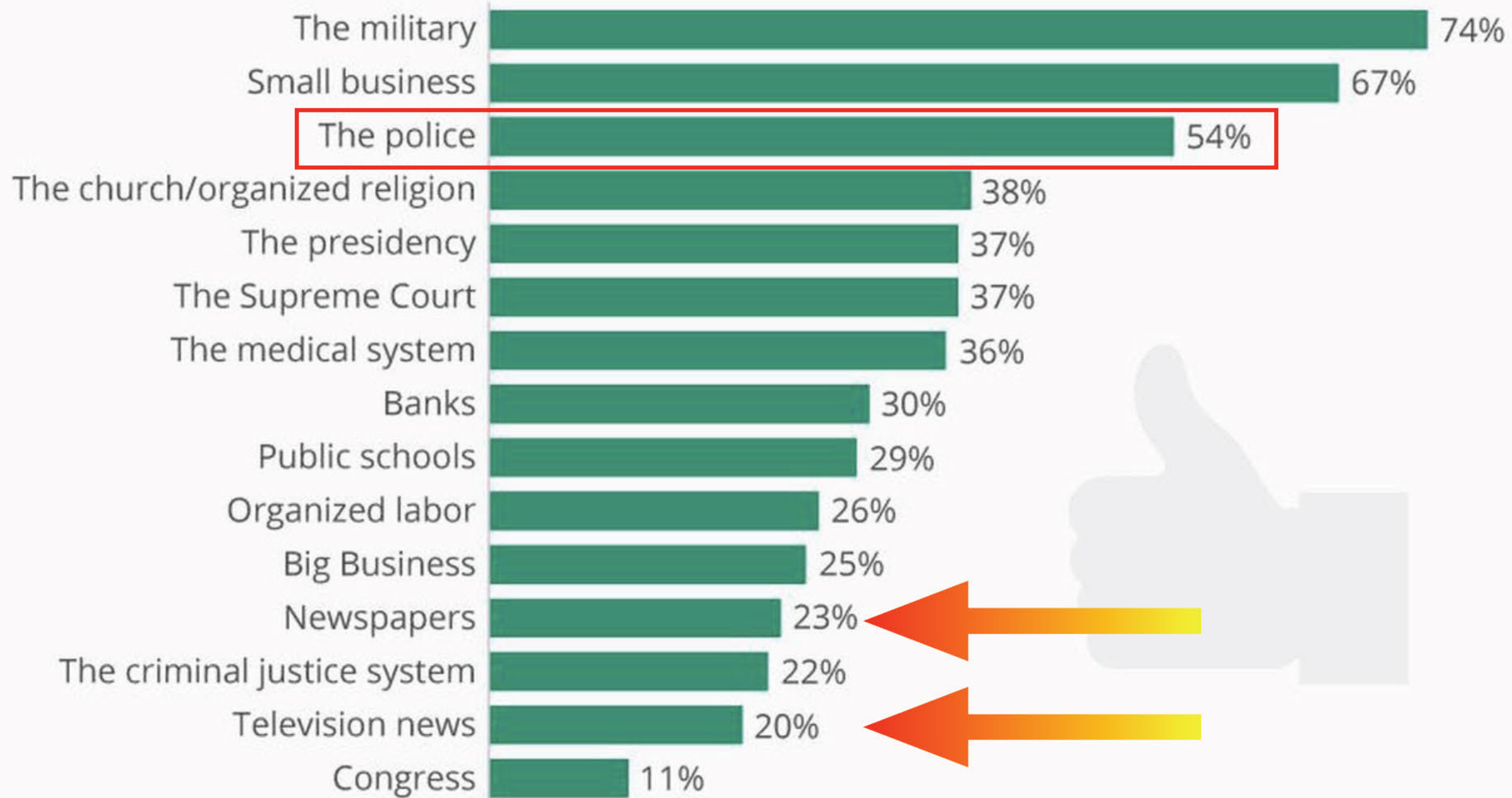
Confidence in Institutions

June 2011 Gallup Poll



The Institutions Americans Trust Most And Least

Share of U.S. adults trusting the following a great deal/quite a lot (June 2018)

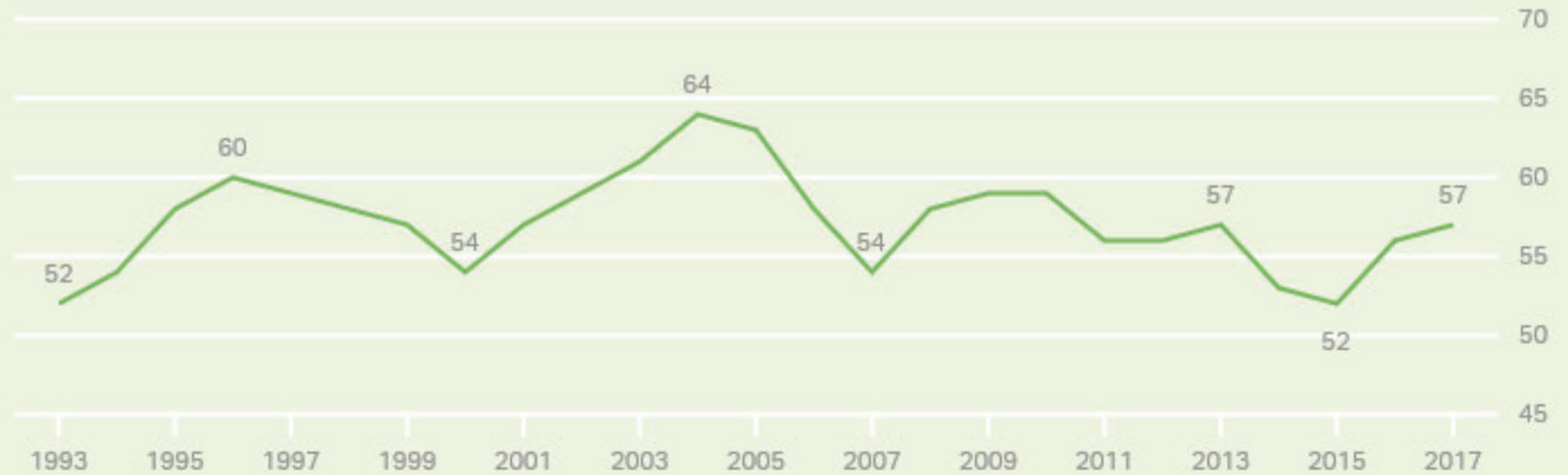


@StatistaCharts

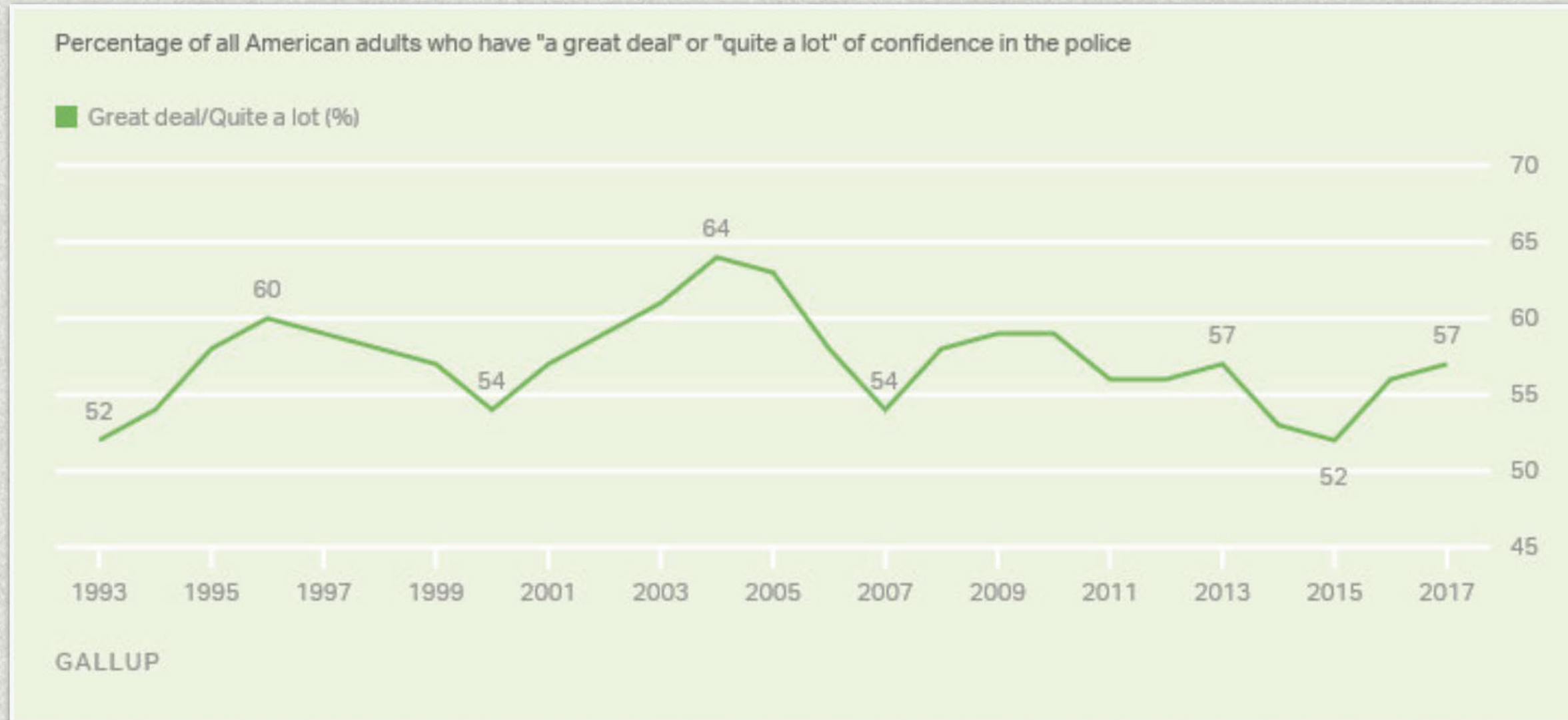
Source: Gallup

Percentage of all American adults who have "a great deal" or "quite a lot" of confidence in the police

■ Great deal/Quite a lot (%)



GALLUP



7/2013 ACQUITTAL OF GEORGE ZIMMERMAN FOR SHOOTING OF TRAYVON MARTIN
7/2014 STRANGULATION OF ERIC GARNER, NEW YORK, NY - CHOKEHOLD
8/2014 SHOOTING OF MICHAEL BROWN, FERGUSON, MO - STRUGGLE IN POLICE CAR
4/2015 SHOOTING OF WALTER SCOTT, NORTH CHARLESTON, SC - PLANTED TASER
4/2015 SHOOTING OF ERIC HARRIS, TULSA, OK - MISTOOK GUN FOR TASER

Intervention



WHAT'S THE PROBLEM?

FIX IT.

WHO WILL BE AFFECTED?

DO IT.

WHAT COULD I DO?

WHAT WILL HAPPEN IF I DO THIS?

WHAT SHOULD I DO?



Review

- * Why do we do what we do?
- * What is leadership?
- * Authority vs. power
- * Compliance vs. commitment
- * Circle of influence
- * Work-life balance
- * Lifelong learning
- * Peer leadership
- * Leaders as followers
- * Values vs. ethics
- * Importance of trust
- * Intervention
- * Decision-making process
- * Stakeholders