

## National Policing Improvement Authority

### Situation

The National Policing Improvement Authority began its life in April 2007, and appointed its first - 'Chief People Officer', an unusual name for a government HR post.

Working with members of her team she asked MLI to assist in building a 'national strategy for people' which could provide an umbrella framework for the police authorities around the country.

### MLI's Solution

Our approach was to:

- Build a general strategy which reflected the core strategies, values and principles of management. Typically such a strategy does not vary much unless its drivers change.
- Prepare the ground for year by year, specific people related initiatives to be added which would support the key operating goals and projects of the NPIA.

MLI first pulled together a set of Principles of People Management - initially at a high level. These were then broken down into more specific statements of belief under eight categories of HR Strategy. Each then led to workstreams which managed supporting processes and programmes and indicated responsibilities.

Finally we suggested metrics for each, to measure and monitor progress and achievement of purpose.

### Benefits

This work led to a consultation document which:

- Engaged all the key stakeholders in this highly scrutinised and political arena.
- Refined the Principles to ensure they were widely agreed and provided a sound common ground of national consistency.
- Translated the workstreams into processes, programmes and tools for action.
- Provided an umbrella framework for both national and local supporting HR initiatives for key operating priorities.



### Key Facts

#### Company

National Policing Improvement Authority

#### Nature of Business

The purpose of NPIA is described as "to make a unique contribution to improving public safety"

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