

Creating an Accountable Culture:

The Bottom Line for Law Enforcement

An IACP Leading by Legacy Webinar



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Webinar Audience & Topic

- Audience consists of alumni from first four training events.
- Topic was selected as a point of interest among law enforcement officials in smaller agencies.

Webinar Panelist

- **Colonel (Ret.) Julia Grimes**
 - **Alaska State Troopers**



Accountability Insight

“One reason why so many leadership conversations about accountability problems produce little action is that during the conversation the leaders find a way to rationalize why they are not really accountable for solving the problem.”

Jeff Grimshaw et al CRA, Inc

"He that is good for making excuses is seldom good for anything else."

Benjamin Franklin



Accountable v. Responsible

Being Accountable requires
Ownership

Being Responsible requires
Action

Together they become a strong
*Foundation for
Organizational Strength*



Accountable in Many Ways

- ❖ *Personally*
- ❖ *Socially*
- ❖ *Ethically*
- ❖ *Professionally*

***Requires integrity, personal
commitment and courage!***



An Accountable Framework for Law Enforcement



Being Accountable: Ownership

- ❖ To accept total ownership of the outcomes of our actions and the actions of those who are accountable to us.

Being Accountable: H.O.W.

- ❖ Practicing behaviors of Honesty, Openness and Willingness; being able to admit and learn from mistakes.

Rigorous self-honesty and personal resilience

Being Accountable: Courage

- ❖ The personal and professional will to confront the brutal facts about oneself and others, and make the difficult, unpopular decisions. Deflect all credit and accept all blame.

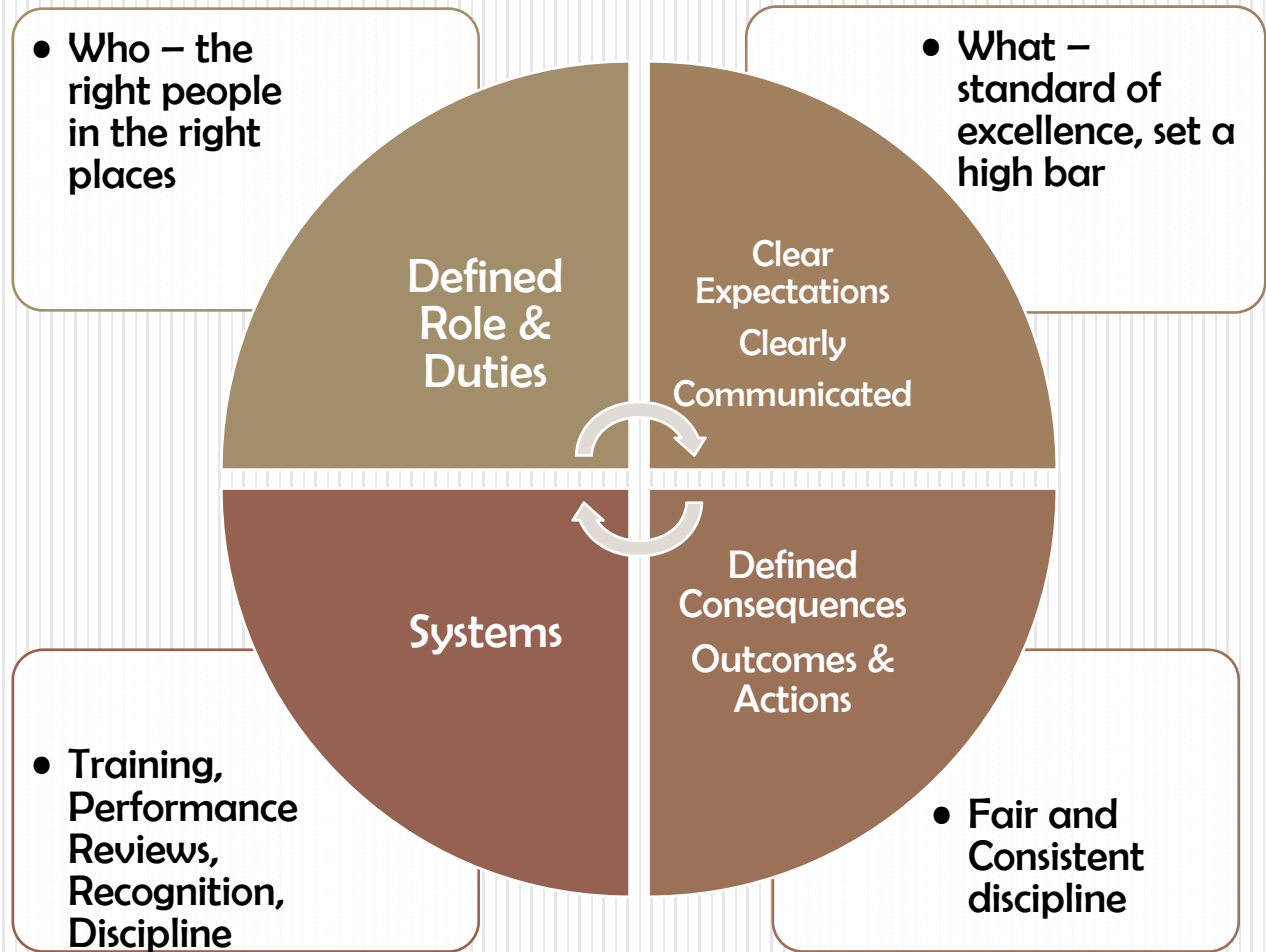
Being Accountable: Commitment

- ❖ Devotion to the mission and core purpose of the organization combined with relentless follow through in accomplishing both.

High core values and principles, personal humility



Building an Accountable Culture in Law Enforcement



Bottom Line for Law Enforcement

Attention to detail, always!

- ❖ **Sergeants** - know what your officers are doing and how they treat the public – they are the face of your agency. You must *own your responsibility* to hold officers accountable for their performance and behavior in all aspects of the job.
- ❖ **Lieutenants** - know how your sergeants are doing. Hold them accountable when they fail to do the above. Danger of agency reputation and public trust eroding. You must *own your role* in the accountability ladder.
- ❖ **Captains, Majors, Deputy Chiefs and Chiefs/Directors** – you get the idea! You all must own your role, practice Honesty, Openness and Willingness, have the courage to make tough calls.



Create an Accountable Culture within your agency!

Accountability Cascade

With no accountability, in creeps mediocrity,

Mediocrity leads to loss of integrity,

Loss of integrity leads to less ethical behavior,

With less ethical behavior we lose public trust,

Without Public Trust:

WE HAVE NOTHING!



Questions?

- As a new chief, what are the most important steps to take to go about implementing a culture of accountability in my agency if it did not exist before?
- How can we use transparency in our agency to influence the community's perception of law enforcement?

Contact Information

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