

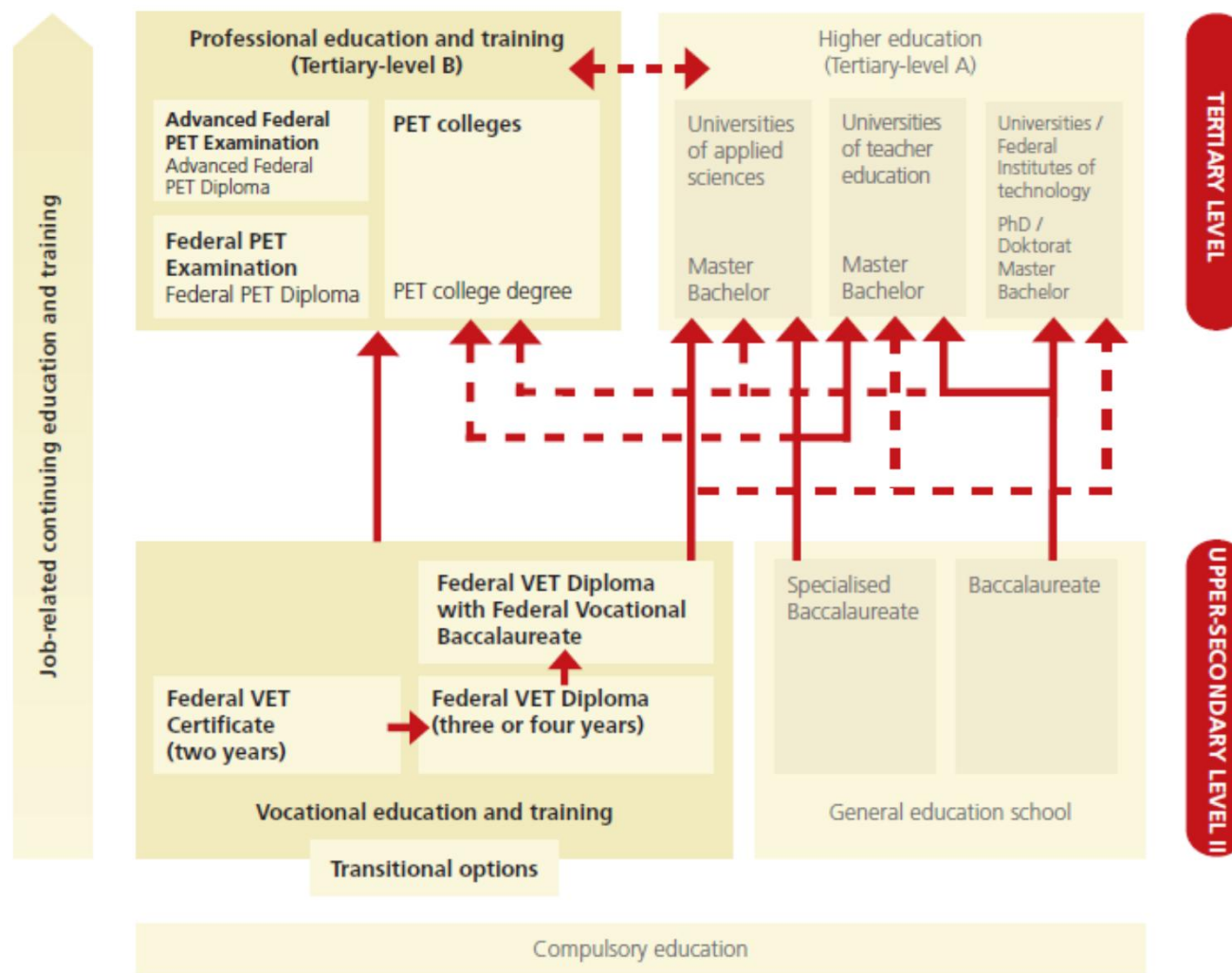
*INSTITUT SUISSE DE POLICE  
ISTITUTO SVIZZERO DI POLIZIA  
SWISS POLICE INSTITUTE  
SCHWEIZERISCHES POLIZEI-INSTITUT*

# Executive training

## Leadership and Management

Pius Valier, Director of the Swiss Police Institute

# Swiss education system





# Police education system

Police further training /executive training	Project	„Commander“ (Pol IV)
	CAS FIP*	„Officer „ (Pol III)
	Promotion to police officer	
	Professional and leadership experience	„Head of division“ (Pol II)
	Advanced vocational examination	„Generalist“ (Pol I)
	Professional practice and modular further training Specialist-instructor-leader	
Basic police training	Introduction to the profession	
	Vocational examination	Candidate
	Police school	

\*FIP = Conducting Police Operations



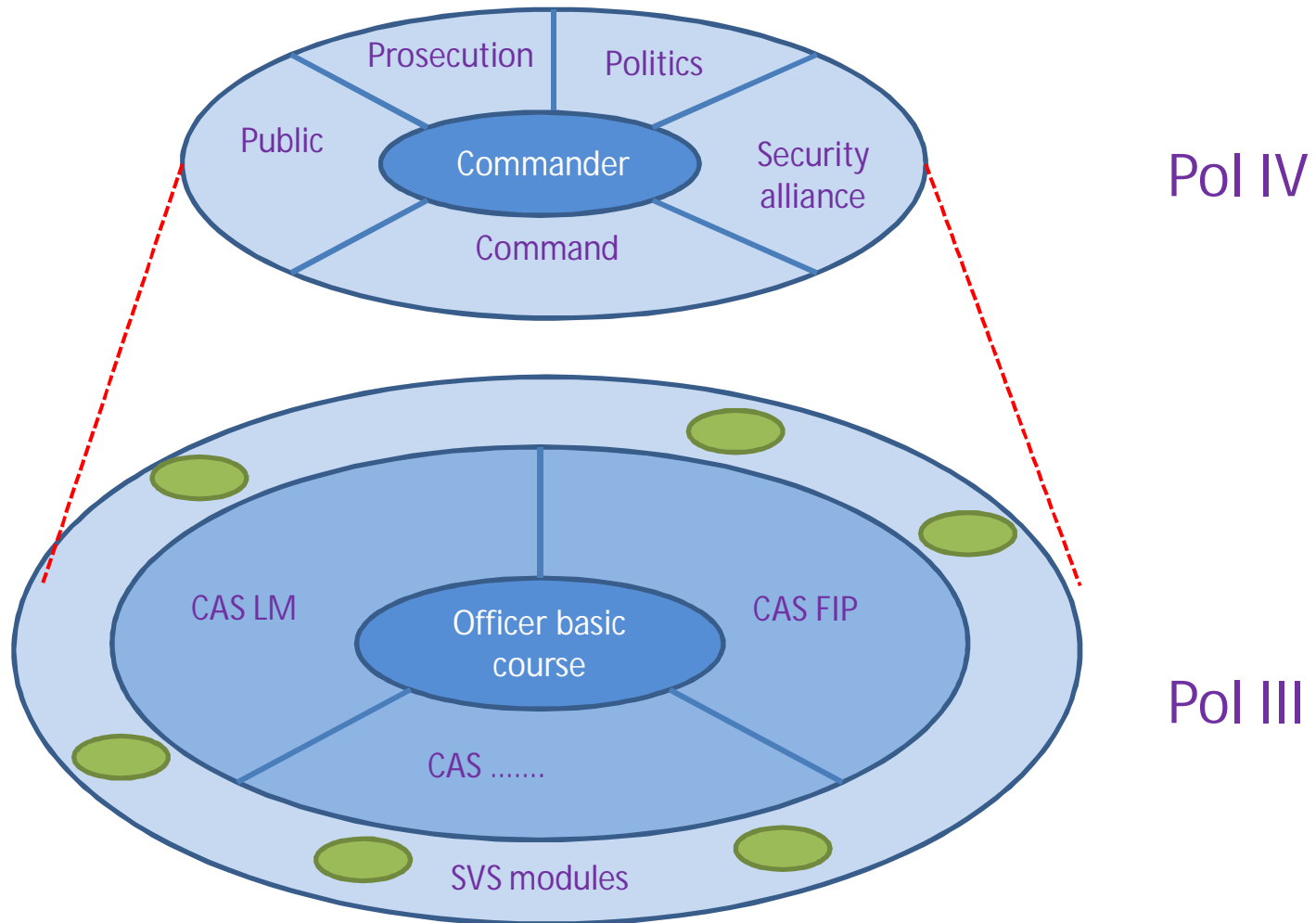
## Executive training today

Course	L+M	Tactics	Level/diploma/duration
-	-	-	Commander
CAS FIP	Ethics and human rights course Media course 2 x 5 days	Tact course 1 Tact course 2 Tact course 3 3 x 5 days	Of CAS FIP 25 days
FLG II	Seminar 4 days	Tact course 8 days	Higher NC officer SPI diploma 12 days
FLG I	Seminar 4 days	Tact course 8 days	NC officer SPI diploma 12 days

FLG = Executive course

NC = non commissioned officer

# Police officer training system





## Why a CAS LM

---

- The internal/external environment of the police is becoming more and more complex
  - The society's growing complexity and diverse reference systems
  - Faster and continuous changes
    - Demographic, generational => Y, environmental, technological, etc.
  - The police is also affected by change
    - More professional mobility, more complex tasks, doing more with less means, etc.
- Need for new profiles
  - Police operations, tactics and strategy remain core business  
=> priority to event and efficiency => FIP
  - New competencies and cross-cutting competencies are necessary in the daily work => leadership & management



## Why a CAS LM

---

- A new equilibrium must be found!
  - Officers must quickly acquire crucial and important competencies => otherwise negative effects in daily work!
  - The recruitment of high level specialists from outside the police field is becoming more and more important
    - HR, project management, change management, career planning, communications, psychology etc.
  - The best balance between tactical skills (FIP) and management (LM) must be found according to the needs of the different police corps
  - New professional careers in the police
  - Staff retention through skill development



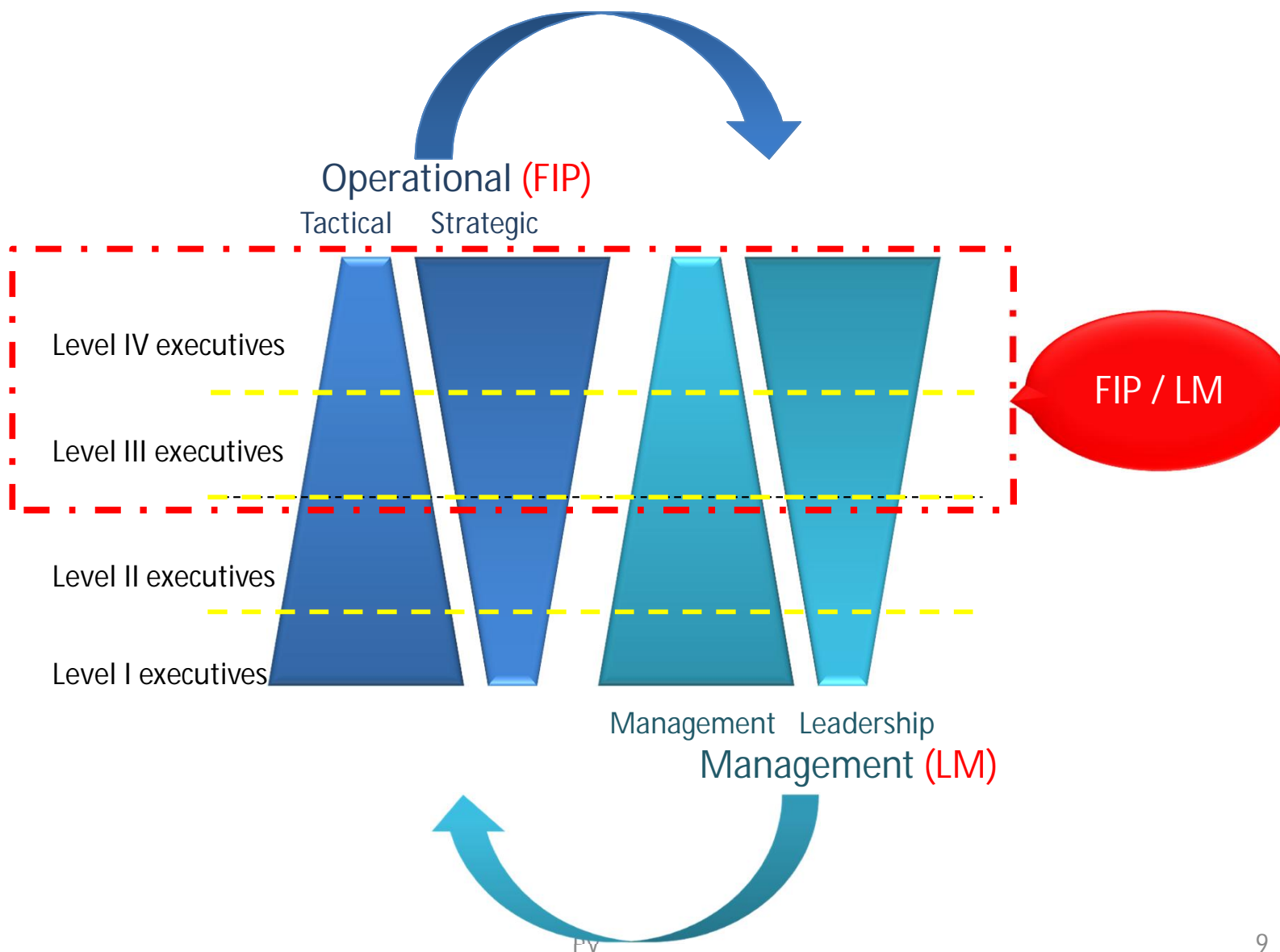
- **Flexible and modular training**
  - Candidates must be able to choose courses freely, so that the training can be adapted to the needs of police corps, depending on candidate profile and tasks
- **Competence-oriented training**
  - Must offer the possibility to acquire the management and cross-level competencies necessary to staff office activities
- **Training coordinated with the CAS FIP**
  - **Must be time-saving**

Must offer the possibility to better adjust the training needs, with the same or an even shorter training duration
  - **Must be cost-efficient**

Must not be more expensive than the existing training



# Key competencies for police executives training



# CAS LM modular integration

