

Managing people

Managing people is one of the core skills in the policing professional profiles.

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Managing people involves creating the right climate for people to get the job done to the best of their abilities, ensuring a culture of mutual respect and support.

Level 1 – managing people

- I am able to give clear and organised instructions that others can understand easily.
- I am able to provide sufficient guidance to delegate effectively.
- I am able to share information and keep my supervisor and colleagues informed about actions which could affect the achievement of the team's or organisation's objectives.

Level 2 – managing people

- I am able to delegate work in a way that empowers appropriate ownership.
- I identify exceptional situations that merit recognition and take appropriate action.
- I identify situations that require misconduct or attendance intervention/action and respond appropriately.
- I support and manage my team through organisational change, developing relationships with new stakeholders and key partners.

Level 3 – managing people

- I am able to unite a team with a common cause and accomplish tasks together.
- I am able to run participative meetings and processes that harness the contributions of different people.
- I am able to deal with conflict within teams constructively without being defensive.
- I am able to hold individuals to account for their performance and behaviours.
- I identify and constructively address specific concerns relating to organisational behaviours, decisions and actions affecting individuals' perceptions of fairness in the workplace.

Level 4 – managing people

- I lead, develop and motivate a diverse team; creating strong engagement with the function's performance objectives and with force values and behaviours.
- I communicate how the overall vision links to specific plans and objectives so that people are motivated and clearly understand our goals.
- I promote the importance of people management skills and set clear standards, ensuring supervisors are supported with practical means to address development needs.
- I am able to create and act on plans for continuity so performance does not suffer when people move on.
- I create a working environment which actively supports individuals to develop and demonstrate effective leadership and people management capabilities.

Level 5 – managing people

- I am able to influence the drivers of workforce engagement in my organisation.
- I am able to craft plans that address the needs of succession planning, resourcing, skills gap analysis and training.
- I am able to lead, develop and inspire people, engaging a diverse range of teams with force strategic priorities, values and behaviours.

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