



## HR SOLUTIONS

PSC delivers customizable solutions to ensure your organization selects, develops, and retains the talent it needs to provide critical public safety services. We have a vast number of tools including instructive guides to support policing management excellence.

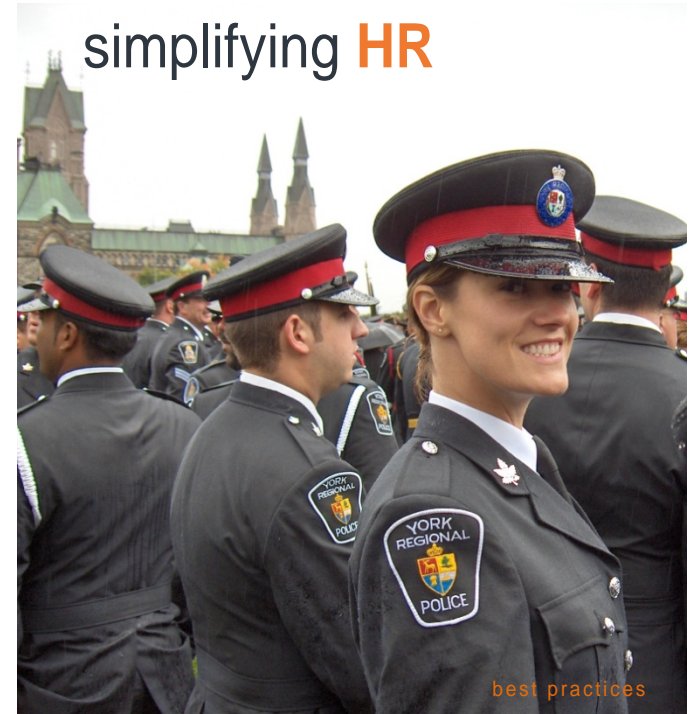
The PSC is in business to facilitate the development and implementation of innovative, practical and shared management solutions for policing. We work with policing organizations nationally and internationally to leverage existing expertise and knowledge, and develop best practice solutions to today's management concerns.

Your success depends upon effective HR management practices that are strategic & defensible. We have gathered the experts to build meaningful and customizable solutions for all. A rigorously researched and nationally validated competency-based management (CBM) approach is now available to you to support all aspects of your HR function.

- Policing Competency Framework.
- Seven Instructive HR Guides.
- Policing CBM Toolkit with over 40 tools and templates.
- Research & Recommended Readings



Police  
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best practices

research

guides

tools

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# HR solutions that work for policing.

RIGOROUSLY DEVELOPED & NATIONALLY VALIDATED

Support your police organization's success with these carefully designed HR management tools, developed to ensure you have access to the most effective selection, training, development, performance management and succession management practices.

## HR SUPPORT SOLUTIONS

- JOB DESCRIPTIONS
- COMPETENCY PROFILES
- INTERVIEW GUIDES
- LEARNING TEMPLATES
- INSTRUCTIVE HR GUIDES

The PSC has invested in the development of the **Policing Competency Framework** which provides the policing industry with a common language and understanding of the work and underlying competency requirements associated with general policing duties for all ranks: Constable through to Chief. This framework was developed collaboratively by the policing community and leverages best practices. The Framework includes Job Descriptions, Task Lists and Competency Profiles by rank and also includes a Policing Competency Dictionary to support the HR needs of police services.

## clear solutions for your policing HR needs

### INSTRUCTIVE HR GUIDES

1. Introduction to Competency-Based Mgmt in Police Services
2. Constable Selection: A Best Practice Approach and Research Update
3. Succession Management in Police Services: Developing a Pool of Potential Successors for Critical Policing Roles
4. Leadership Development in Police Services: Managing the Development of Essential Leadership Competencies
5. Police Executive Selection: A Best Practice Approach for Police Boards and Commissions
6. Mentoring and Coaching in Police Services: Supporting Leadership Development
7. Police Leadership Education & Training: Aligning Programs & Courses with Leadership Competencies

### CUSTOMIZABLE TOOLS

The Policing CBM Toolkit includes more than 40 tools and templates that can be customized to suit the needs of your individual police service. Among the many tools in the Toolkit are:

- interview guides
- reference check guides
- learning plan templates
- performance mgmt templates
- leadership development plans
- succession mgmt worksheet

### COMPETENCY SOLUTIONS

A competency based management approach to your HR ensures defensibility and clarity for your executive team and employees. Clear, fair and transparent management practices support employee engagement and overall performance success.



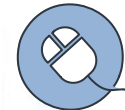
### CUSTOMIZABLE SOLUTIONS

All of the materials available to you are fully customizable. Adapt the templates and tools to include your logo, vision, values, pictures and organizational messages or instructions to ensure consistency with your other management tools.



### INSTRUCTIVE SOLUTIONS

Clear, step by step instructions are provided to fully support your HR team in the successful implementation of any new or adapted approach.



SOLUTIONS BUILT FOR POLICING BY POLICING. MATERIALS TO HELP YOU.

Rigorously developed and nationally validated materials to support strategic HR management of policing.

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