

Breaking Barriers & Building Futures: Advancing Women in Policing

PRESENTED BY THE POLICE EXECUTIVE RESEARCH FORUM (PERF)

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How Well Do You Know PERF?

PERFectly Aware



Aware



Ready to discover





1- About PERF



2- Networking & Mentorship




3- Career Planning




4- Breaking Down Barriers

About PERF

 Founded by 10 Chiefs in 1976 as a 501(c)(3) nonprofit

 Employs about 30 full-time professionals, overseen by a member-elected President and Board of Directors

 Goal is to advance professionalism in policing through research, debate and policy development



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About PERF – Who are our members?

All members must:

Commit to PERF's founding principles

Possess a four-year college degree

PERF Mission:

Goal is to advance professionalism in policing through research, debate and policy development



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About PERF - What do we do?

Research – Surveys, Meetings, Best Practices

SMIP – Senior Management Institute for Police

ICAT – Integrating Communications, Assessment, and Tactics

Resources – Critical Issues publications, Podcasts, Reports

Executive Search – Police Executives, including Commissioners, Chiefs, and Deputy Chiefs

Networking Opportunities – Topic Specific Town Halls, Annual Meetings



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Senior Mgmt Institute for Police (SMIP)

Executive Leadership Education Program

Must have a college degree and be a lieutenant or above (or professional staff equivalent); and be able to commit to a 3-week summer learning opportunity

Topics include: Ethical Leadership, Media Relations, Communication, etc.



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Integrating Communications, Assessment & Tactics (ICAT)

Scenario-based training program created by PERF and designed by police officers to provide officers with the necessary tools for defusing critical incidents.

The training focuses on:

Critical decision-making

Crisis recognition

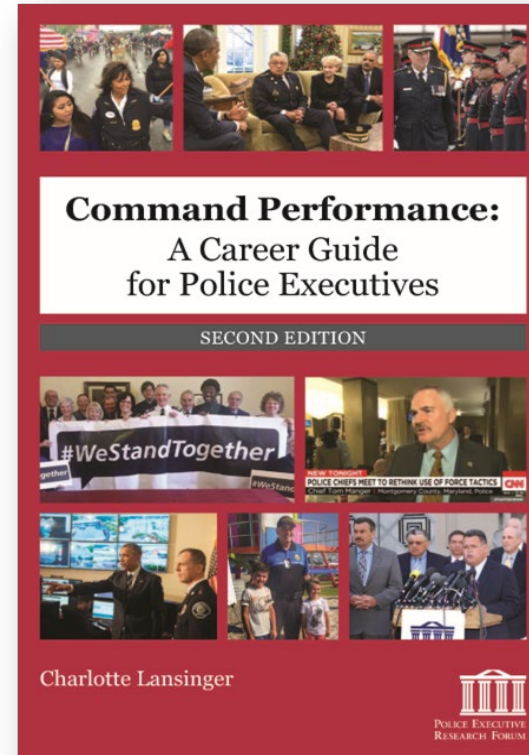
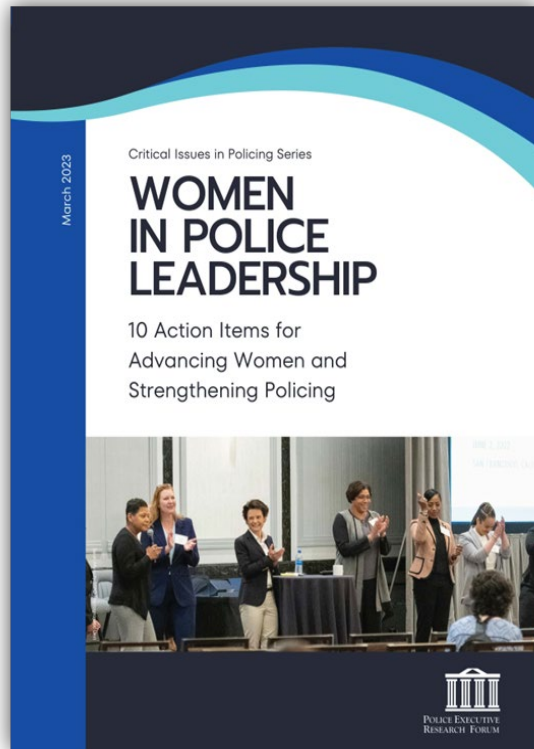
Tactical communications

Operational Tactics



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About PERF – Resources



**Additional
PERF Resources:**



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About PERF – Resources



How Executive Search Works

PERF (Recruiter) is the nexus between candidates and the hiring authority (cities or universities) when they are looking for a new leader of their police agency

Objective: to identify and recruit candidates that FIT into the organization's current context



The Value of Networking



Unlocking Opportunities

Networking opens doors to opportunities not visible through conventional channels

Knowledge Expansion

Its a two-way street of learning, offering both the chance to share your expertise and to absorb new knowledge

Building a Supportive Community

From mentors to peers, networking fosters a community that can offer advice, feedback, and encouragement



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Mentorship

vs

Coaching

Provides advice based on personal experiences and professional expertise	Feedback is based on achieving performance goals
Increases your maturity and understanding –not a specific skill	Provides expert advice to improve skills and/or efficiency in targeted areas
Opens doors to mentor’s professional network, enhancing career opportunities	Holds you accountable and motivated towards achieving your goals
Offers guidance beyond career advice, supporting overall well-being and resilience	Utilizes a structured agenda to assist you with achieving the goal



Career Planning: Self-Assessment

Decide:

1. What do you love?
2. Strengths /Weaknesses
3. Where do you see yourself in 1, 3, 5, 10 years?
4. Whose help do I need?

Do:

1. Align 1, 2, 3
2. Obtain: Training Education Different assignments
3. Seek assistance from mentors, supervisors, etc.



If You're Interested in Promotion

1. Broaden your experience (not only what you love) – understand how things connect/impact each other
2. Further your education, including professional development training
3. Be accomplishment-oriented, know your personal metrics (successes that can be measured - internal and external)
 - **Document your ACCOMPLISHMENTS**
4. Work with the community every chance you get: PREVENTION & PARTNERSHIPS are important – remember why you chose policing!
5. Gain perspective on policing from people & resources outside your agency and city (find a mentor, attend trainings/meetings, join professional organizations)



Planning for Advancement.....

6. Study your political environment, watch your bosses, make note of the consequences and drivers of decisions
7. Stay current on national policing issues; go to conferences
8. Develop others, be a role model
9. Avoid controversy; tolerance for controversy is vanishingly low
10. Google yourself to see what others see when they look you up
11. Be aware that your social media presence is public record



Resumes



Tell

the story of your professional career

Focus on

ACCOMPLISHMENTS

Community

Indicate community engagement experience

Involve

Show involvement in the profession beyond the scope of your job

Interview Preparation



Do your homework. The more informed you are, the better you will interview



Have a substantive answer to “Why do you want this job?”



Express enthusiasm for the job



Think of examples or stories that help illustrate your accomplishments

Interview Dynamics

The resume gets you the interview; the interview gets you the job

There is never enough time, be concise
Practice your responses

Project yourself into the role of the job

Doing your homework can set you apart –
PREPARE – PREPARE

Be a good explainer – give examples to illustrate your points

Barriers to Advancement

Gender Bias: Women may be overlooked for certain roles or assigned to roles/ tasks considered "more suitable" for your gender, limiting exposure to a wider range of experiences

Lack of Representation in Leadership: Reinforces the perception that such roles are not attainable for women nor does it provide an adequate pool of mentors or role models, leading to a lack of guidance and support for the unique career pathways women take to leadership

Inadequate Support and Resources for Career Development: Shortage of tailored development programs and resources that address the unique challenges and skills women bring to the policing profession and networking opportunities might be less accessible to women, either through exclusion from informal networks or because such events are not family-friendly

Work Life Balance: Demanding and unpredictable cultures that prioritize constant availability can interfere with personal responsibilities, which often disproportionately affects women who may need a flexible schedule or leave.

Solutions to Barriers

Challenge Biases: Safely and constructively speak out against stereotypes, biases, and discriminatory practices using policy, data and personal anecdotes

Develop Your Skills and Expertise: Pursue further education, certifications, or specialized training to enhance your qualifications and stay competitive

Build Your Network: Engage with peers across all levels of your organization & connect with professionals outside your organization, including those in related fields or organizations

Mentorship: Find mentors within or outside your organization who can provide guidance, advice, and support based on their own experiences

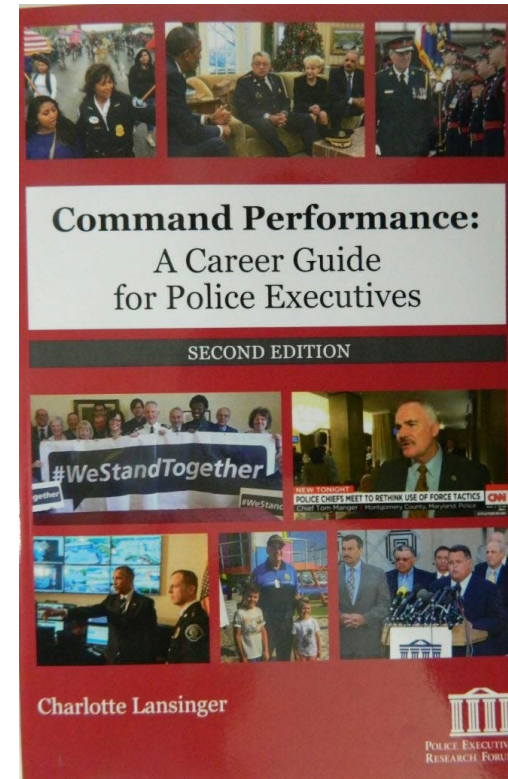
Prioritize Work-Life *Harmony*: Establish clear boundaries between work and personal life to maintain your health and well-being.

QUESTIONS



COMMAND PERFORMANCE: A CAREER GUIDE FOR POLICE EXECUTIVES

by Charlotte Lansinger



***Free
Download***



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THANK YOU

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