

Leading Powerful Partnership (LPP) (Independent Command Programme (ICP))

Frequently asked questions

Q1. Why have the leadership programmes changed?

A: A full review of the Senior Leadership Development Programmes (SLDP) delivered by the National Policing Improvement Agency (NPIA) was undertaken. Following the review, the tripartite Leadership Strategy was approved by the National Policing Board (NPB). This highlighted the need for change and was the driver for the development of the three leadership domains upon which our new programmes have been built.

Q2 How are the programmes different from the previous SLDP courses?

A: As a key product of the National College of Police Leadership, our leadership programmes are a radical shift away from the previous SLDP. They are built around three leadership domains Business, Executive and Professional Policing Skills and deliver professional development that makes a difference back in the workplace.

Q3 What is different about the LPP (ICP)?

- It is a unique experience, not available through any other training provider. Participants will have the opportunity to work with and listen to subject matter experts, senior leaders from policing and the wider public sector.
- Leading Powerful Partnerships (ICP) is a new multi agency programme which reflects the needs of the police service and partners.

Q4. Who is eligible to go on the programmes?

Multi agency criteria:

This programme is suitable for those in a senior leadership role and working in partnership to reduce crime and improve community safety. Participants should have at least 12 months experience in their role, on which to draw throughout the course. They should also have the full support of their line manager to both release them from their duties in order to attend the course, and to support their learning on return to the workplace.

Police service criteria:

If attending from the police service, the LPP (ICP) is aimed at chief superintendents and police staff equivalents. Whilst the programme is not exclusively for delegates looking to attend the Senior Police National Assessment Centre (SPNAC) it should be seen as critical for those who intend to apply.

Q5 What if I am on a waiting list for one of the previous SLDP courses?

A: All of the previous SLDP modules have been stopped. If you were on a waiting list for a particular course then unfortunately this will be cancelled. If you are eligible for the SLP or LPP you may apply through your Force to attend on those. If you have already completed a number of the previous SLDP courses see Q17 below.

Q6 I have been supported for promotion in force - can I get a place on the programmes before my promotion?

A: The FSL, SLP and LPP (ICP) are intended for substantive rank holders only. Please see the criteria outlined at Q4.

Q7 I am considering going for promotion and I think I would benefit from the programme — how do I get a place?

A: You should apply for a place through your Force/ see also the answers to Q5 and Q4 above.

Q8 I am a member of police staff — are the programmes suitable for me?

A: Absolutely - if your role or responsibility meets the eligibility criteria outlined at question 4. Our programmes have been designed to be fully inclusive of the needs of both police officer and police staff senior leaders. Indeed as our programmes now include a significant amount of business and executive skills having a good balance of officers and police staff on the programmes is really important. You should discuss your development needs with your line manager and then apply for a place via your Force Training / Career Development Department if felt appropriate.

Q9 What if I have already attended the High Potential Development Scheme (HPDS)?

A: If you are a substantive Chief Inspector/Police Staff equivalent you will be eligible through your force to apply for the FSL programme. The HPDS will not exempt you from any of the FSL as FSL builds on the course materials within the HPDS.

Q10 I have previously completed the Foundation course do I need to attend the new FSL?

A: No.

Q11 I have previously completed the SLDP 2 courses. Do I have to go on the LPP?

A: The LPP (ICP) course is fundamentally different to the SLDP 2 courses. If you meet the eligibility criteria outlined in question 4 and are selected by your force to attend you should attend.

Q12 I am a Superintendent and have completed the majority of the SLDP courses. Can I apply for a place on the LPP?

A: Not unless you meet the requirements for attendance on the LPP (see above).

Q13 Can I go on the LPP without having done the SLP?

A: If you meet the criteria for attendance on the LPP (see I) then, yes, you could. You would need to have support from your Force and apply in accordance with their processes. This position is likely to change in the future, and prospective LPP delegates will be expected to have attended SLP.

Q14 I am considering applying for Senior PNAC in 2010. Should I go on the LPP?

A: You should already have discussed your intentions with your Chief Officer in relation to this. If you have been given an indication that the Force wishes to support you for SPNAC, and you meet the criteria for attendance on the LPP (see Q7 above) then you should apply through your Force for a place on the LPP at the earliest opportunity.

Q15 I think I only need the finance module - is it available as a standalone module?

A: The Finance for Non-Finance Managers course is a core 'gateway' module for the SLP and the learning from the course is contextualised across the other modules. It is not designed as a stand-alone module and is not currently offered on that basis. This position may change in the future, however, and you should continue to check the NPPIA website for updates.

Q16 I am a trained accountant - do I really need to go on the finance module?

A: Probably not. We acknowledge that a lot of our police staff colleagues (and indeed some police officers) will have both formal qualifications and extensive experience in public sector finance issues. Initially you should look at the aims and content of the [module](#) and if you feel your experience qualifies you for exemption to this module you should discuss this with NPPIA tutors once you have secured a place on the SLP.

Q17 Who should I speak to in Force about applying for the programme?

A: This will vary according to your Force but initially you should speak to your line manager in the first instance and if they agree then to your Force Training or Career Development Department. Your application should then be processed through the talent management processes within your force.

Q18 I am part-way through doing my CMI qualification. How can I complete it now the programmes have changed?

A: More details in relation to this will be available post April 2010.

Q19 How do I find out the dates for all of the programmes?

A: The dates of the programmes are listed on the [NPIA website](#). You should note, however, that when you are enrolled on the SLP dates for all your modules for the entire programme will be given to you to allow for longterm planning.

Q20 I have heard that the SLP and LPP are going to be mandatory. What does this mean?

A: Further details will be discussed with the Board of Police Leadership. We will update the website when we know more.

Q22 Can partners attend some elements of the programme?

A. Yes, the LPP(ICP) is open to leaders across the public service. See Q4.