

Management Consulting

Making a difference for the Community needs more than a Team. It demands a Team of Teams.

LEADERSHIP & ORGANISATIONAL DEVELOPMENT

The Western Australian Police Force Commissioner sought to create an exceptional police force for the Community. This signalled a step change in expectations and what was demanded of leaders and teams across the WA Police Force.

In articulating this Vision, the Commissioner set an inspirational challenge for the WA Police Force, including the Capability and Coordination Portfolio which had been created to support this. Taking up this challenge, the Assistant Commissioner C&C set out to create a high impact catalyst for change. Partnering with Modis and cognizant of the diversity of the Portfolio, the experience was shaped around the theme of “Building a Team of Teams”. This was an action designed to support the shift in mindsets and capabilities enabling the Leadership Cadence, Culture and Operating Rhythm the vision demanded.

“The Team of Teams approach was about connecting disparate teams to a common purpose, breaking down the silo mentality, harnessing the collective intellect to address issues in an agile way, freeing decision makers to make the right choices and knowing and sharing the talent we had in the portfolio.”

Craig Ward, Assistant Commissioner, Capability & Coordination

How it Worked



Customised and Evidence Based: Core principles of total customisation that kept a laser-like focus on the remit and ensure that WAPol and Modis worked as one team to design a unique experience that delivered real value and evidence based drawing on diagnostics and insight to inform design and delivery.



Development of ‘Our Approach’: Guiding principles and a way of operating that would be applied across the Portfolio. Inspired by the Martu people and their Leadership Circles it reflected WA Police Force values and connection to the wider community.



Leader Led: A Leader Led philosophy guided the work. This included coaching, advisory and collateral work with the Leadership Team who then led the 2 day Forum.



Team of Teams Forum: Fast-paced experiential approach including Design Thinking, Serious Play, Visual Business Model design delivering value to stakeholders; a translation Simulation and Real Plays drawing on customised mini cases and scenarios.

The Outcome

From start to finish, the Modis team made it a priority to understand what mattered. Tight timeframe met. Customized experience delivered. Capability uplift and lasting impact.

Sample post Engagement Impact Measures:

74%

Increase in confidence to articulate C&C Purpose

84%

Increase in confidence regarding awareness of own and other area’s contributions

89%

Confidence and commitment to immediate application of the core concepts

Impressive results, which then drove the longer term impact with individuals continuing to discuss this experience long after the events described. A ripple effect embedding new ways of leading and working.