

# MENTORING PROJECT

for  
New  
Police  
Chiefs  
of Smaller  
Agencies



## MENTORING SERVICES

The project is designed to provide newer police executives with leadership and policy guidance. The project serves agencies with 25 or fewer sworn officers or those serving population sizes of 25,000 or less. Newer chiefs are provided with access to seasoned chiefs from similar sized agencies to learn how they achieved success and resolved similar challenges.



To participate in the mentoring program, newer chiefs are asked to complete a profile indicating areas of professional concern. Mentors also complete a profile indicating their areas of expertise. The newer chief is then matched with an experienced chief best fitting the new chief's profile information. Mentors work to guide newer chiefs to solutions to the problems specific to their respective jurisdictions. They provide support and assistance in tapping into available support systems and obtaining needed resources. Together the mentor and new chief review and discuss problem areas, set goals, develop plans of action, and establish timelines for meeting the goals. The one-on-one technical assistance provided through mentoring will last for a period of three months but will have lasting benefits.

## PROJECT OVERVIEW

The beginning of any new police chief's administration can be crucial to achieving a successful transition and to building important relationships within the new agency and the community. New responsibilities can be overwhelming, confusing and frustrating. For this reason the IACP Research Center Directorate Program, Services, Support and Technical Assistance to Smaller Police Departments, has developed a **New Police Chief Mentoring** project. With funding from the Bureau of Justice Assistance of the U.S. Department of Justice, the focus is to provide services to newer chiefs of smaller agencies around our nation through mentoring.



## BENEFITS

A successful mentoring relationship can have far-reaching benefits for newer chiefs. Mentoring will help chiefs:

- Set goals
- Increase their likelihood for success
- Gain competency and avoid failure
- Expand professional expertise
- Avoid pitfalls and learn through real-life examples
- Enhance feelings of worth to their organization
- Become more confident through achievements



International Association of Chiefs of Police

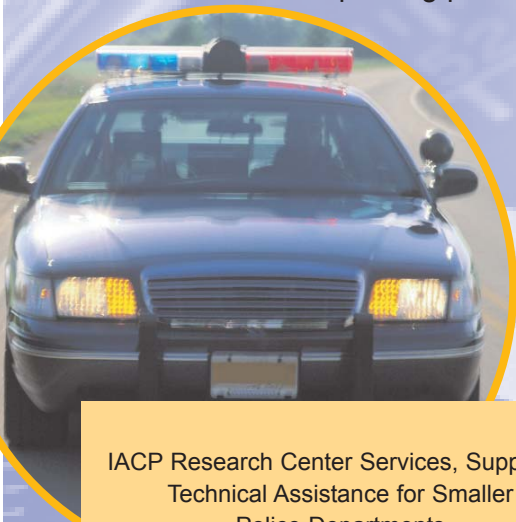


*in partnership with*  
Bureau of Justice Assistance  
Office of Justice Programs U.S. Department of Justice



## EXPERIENCED CHIEFS

- Serve as a Mentor
- Make a difference in law enforcement
- Possess a minimum 5 years experience as chief of a smaller department (less than 25 sworn officers)
- Actively involved in the law enforcement field within the last 5 years.
- Share your knowledge of departmental policies, procedures and contemporary policing practices



IACP Research Center Services, Support & Technical Assistance for Smaller Police Departments

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## WHO QUALIFIES?

The project provides technical assistance to newer police chiefs from appointment to year three on the job who are serving in smaller departments with 25 or fewer sworn officers or with population sizes of 25,000 or less.

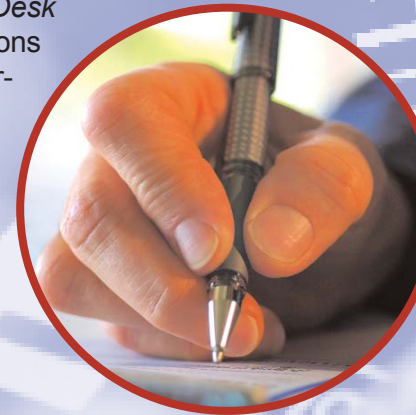
### Newer Police Chiefs:

- From appointment to year three
- Experiencing a challenge in their department
- Seeking support, resources and guidance
- Interested in broadening their support systems and expanding their expertise



## A POLICE CHIEF'S DESK REFERENCE

A major component of the project is the design and publication of the *Police Chiefs Desk Reference*. This document includes sections on IACP projects and publications, leadership, ethics, policy and procedures, best practices guides, funding, and accreditation. Also included are sample internal and community surveys, state association information, and many other resource listings, summaries, websites, and other resources. Copies can be viewed or requested online.



## APPLICATION

There is no charge to participate in this project or for the PCDR. Applications for new chiefs and experienced chief mentors can be downloaded at:

[www.theiacp.org/research/RCDChiefMentoring.html](http://www.theiacp.org/research/RCDChiefMentoring.html)

or contact us at:

1-800-THE-IACP, ext. 338

mentoring@theiacp.org

Fax: 703-836-4743

After the application is returned, a project staff member will contact you to discuss details of the project and get additional information.

## MENTORING:

A mutually beneficial relationship in which a knowledgeable and skilled veteran officer provides insight, guidance, and developmental opportunities to a lesser skilled and experienced colleague.