



Winner in the theme of Professional Development:

Nominee:	Karl Faulkner (Warwickshire Police)
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The Winning Story: (Original Unedited Version)

Please tell us your nominee’s story (What have they done? How have they gone that extra mile?):
The nominee has taken his force from requiring improvement in relation to problem-solving, to being a national leading organisation in the field. He has developed his own knowledge and expertise around the subject, utilised existing national and international best practice, worked with the College of Policing and embedded systems change within the organisation alongside a shift in culture. He undertook a review of the organisational approach towards problem-solving and developed new training regimes, electronic recording mechanisms and neighbourhood policing policies focused on demand reduction. He developed an innovative method of drawing in community and demographic information to display to community policing teams, allowing them to research and understand their communities in detail and therefore problem-solve effectively. He developed professional relationships with leading authorities in the field and the nominee is now recognised as a leading expert himself.
Please tell us how this story demonstrates professionalism in everyday policing:
The nominee has taken an important and essential element of modern policing and embedded it effectively within an organisation that had very little experience of structured problem-solving. Whilst doing so he has built relations with a number of other forces around the country who have utilised his approach and implemented it within their own organisations. He has undertaken reviews and assessments on behalf of the national Tilley Awards. He is the first person in the country to develop a performance matrix around problem-solving.
Please tell us what the lasting impact of the story is on colleagues or the public:
The nominee's actions have allowed for a shift in organisational culture around problem-solving. Colleagues have had training from national experts, supported further by practical exercises and the nominee has worked tirelessly to embed this approach beyond the neighbourhood policing environment and into investigations, vulnerability, strategic planning and external partnerships. Neighbourhood policing teams have a more professional approach to engaging with and understanding their communities which has developed improvements in service provision alongside significant reductions in anti-social behaviour. The nominee has dedicated himself to professionalising the workforce and developing a structured approach towards problem-solving for the benefit of local communities.