



cutting through complexity™

NEW HORIZONS

CACOLE Conference 2012

Ian McPherson

May 2012



Justice & Security Advisory— The Timing is Right...

...ever required

In 1970 Canada's population was **21,297,000**, in January of 2011 it was estimated to be **34,278,400**; a **growth of 61%**

York Region is the fastest-growing region in the GTA and third fastest in Canada with a **22% population growth** between 2001 and 2006

People are Chatting About It...

December 19, 2011

Top Mountie delivers candid, scathing view of force at the brink

Globe and Mail

Bob Paulson says his police force must get its act together quickly or face obsolescence

March 13, 2012

Tories use majority to pass crime omnibus bill; Safe streets act; Provinces say they won't pay full cost of C-10

National Post

Canada's largest provinces vow not to sit back idly as the measures come into force

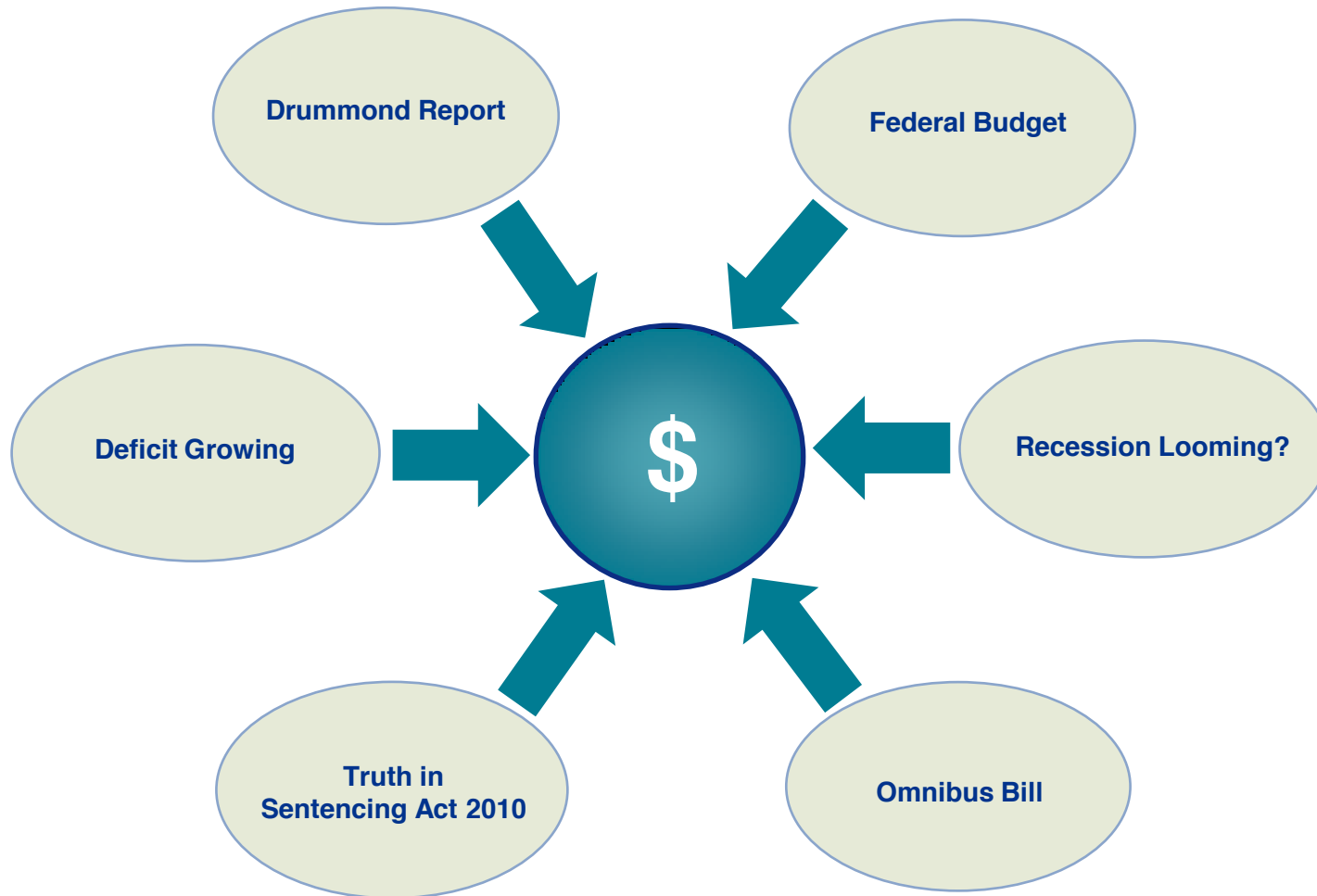
March 21, 2012

Law enforcement must adapt to new era of fiscal restraint

Globe and Mail

Otherwise, the price of law and order will become unsustainable

Powerful Forces at Work



Today's Challenges

Ensuring service
continuity
through
legislative
change

Building public
confidence and
satisfaction

Organizing
security for
major events

Continuity of
healthy labour
Relations

**Owning the
Challenge**

Improving
performance
with fewer
resources

Coping with the
changing
national policing
landscape

Embracing
localism,
collaboration and
partnership
working

Developing a
strategy for
dynamic
resourcing
deployment

New Development

This is a world phenomenon



Canada



B.C.



Toronto



USA



Ireland



UK



Holland



Greece



New Zealand

So, what is the future role of the police leader?

From
Leader Owner
to
Leader
Commissioner

The Questions

- **Efficiency Improvement**
- **Productivity**
- **Civilianization**
- **Outsource**
- **Public Private Partnership**
- **Terms + Conditions Change**
- **Collaboration**
- **Mergers**

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