

Stronger Culture. Stronger Teams. Stronger Departments.

Leadership Programs for Police Departments – at Every Rank.

Culture is your best recruiter. Leadership brings it to life and makes it last.

We find where trust breaks down and strengthen how your department works together

PROGRAM 1

Department Health Report

Understand what's affecting morale and trust—and what to address first. ~ 8 Weeks

- Confidential interviews and an anonymous survey across all ranks
- A clear report identifying trust gaps and priorities
- A workshop using our 3C Trust Framework: Curiosity, Clarity, and Compassion

PROGRAM 2

Leadership Culture Accelerator

Equip leaders at every rank to build a stronger culture. 12 Months

Everything in Program 1, plus:

- “Leading to Prevent” training to address issues early
- Six monthly coaching sessions
- 12-month follow-up to measure progress

WHAT PARTICIPANTS REPORT



welcome teammates
flagging mistakes



feel more ready
to step in for
colleagues



said it applies
directly to their
daily work

WHO YOU WORK WITH



Jin Palmer

Founder & CEO, Bosker Group

Former Stellantis executive. Creator of the 3C Trust Framework. Expertise in leadership across cultures, functions, and ranks.



Graham Goulden

Founder, Cultivating Minds UK.

Former Chief Inspector, Scottish Violence Reduction Unit. Georgetown ABLE national trainer. Trained over 2,000 officers globally.



Tricia Batoha

Research Consultant.

Former head of customer insights at Stellantis—expertise in organizational effectiveness and data analysis.

***Corporate leadership expertise and policing experience—working together to strengthen your department.
We start by listening to your challenges, then tailor our programs to your department's needs.***

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