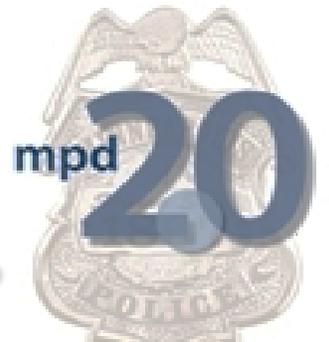# Minneapolis Police Department
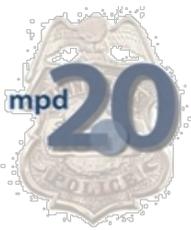## Culture of Accountability

mpd20

MPD 2.0

The Minneapolis Police Department is a values driven organization with our core values being **Commitment, Integrity** and **Transparency.**

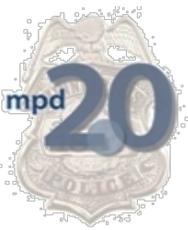Our key goals/results are improving **Public Safety, Public Trust** and **Employee Engagement & Morale**.

We achieve our results through creating a **Culture of Accountability**.

Accountability

- Poorly Defined –
  - Only comes up when something goes wrong
  - Used only as a means to "get rid" of a problem employee
  - Misinterpreted as a means of measuring performance (how many arrests etc…)

- Defined with <u>intention</u> – *"A personal choice to rise above one's circumstances and demonstrate the ownership necessary for achieving desired results – to See It, Own It, Solve It, and Do It."*
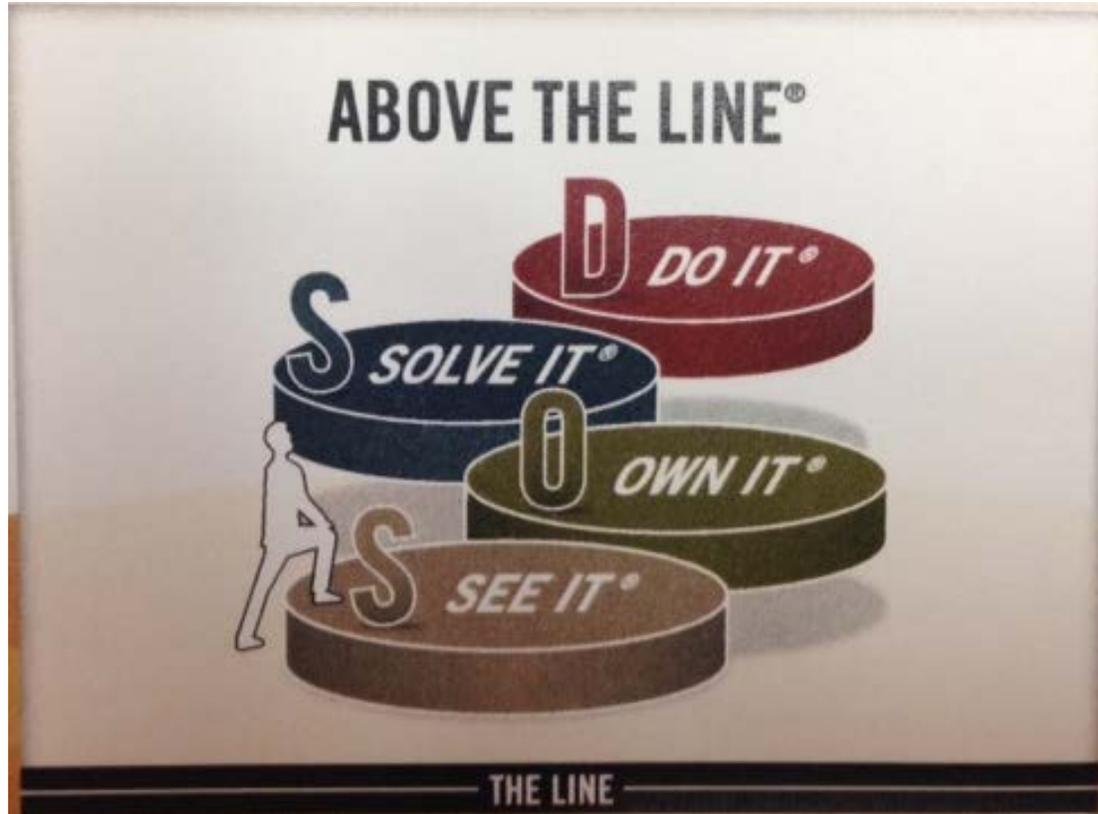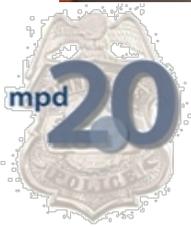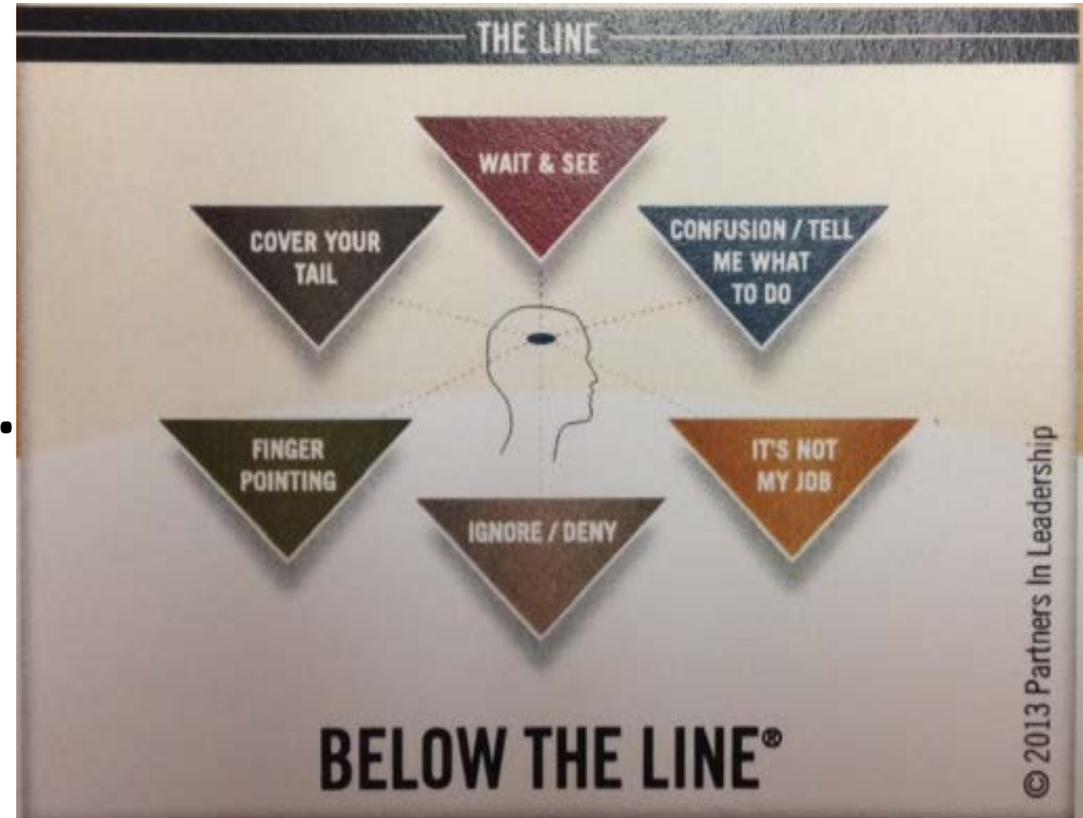
Defining the Path……

THE RESULTS PYRAMID

RESULTS
ACTIONS
BELIEFS
EXPERIENCES

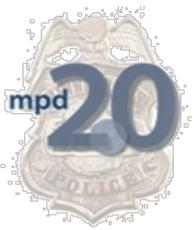Partners In Leadership
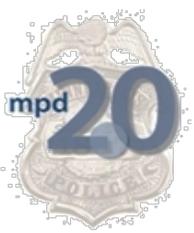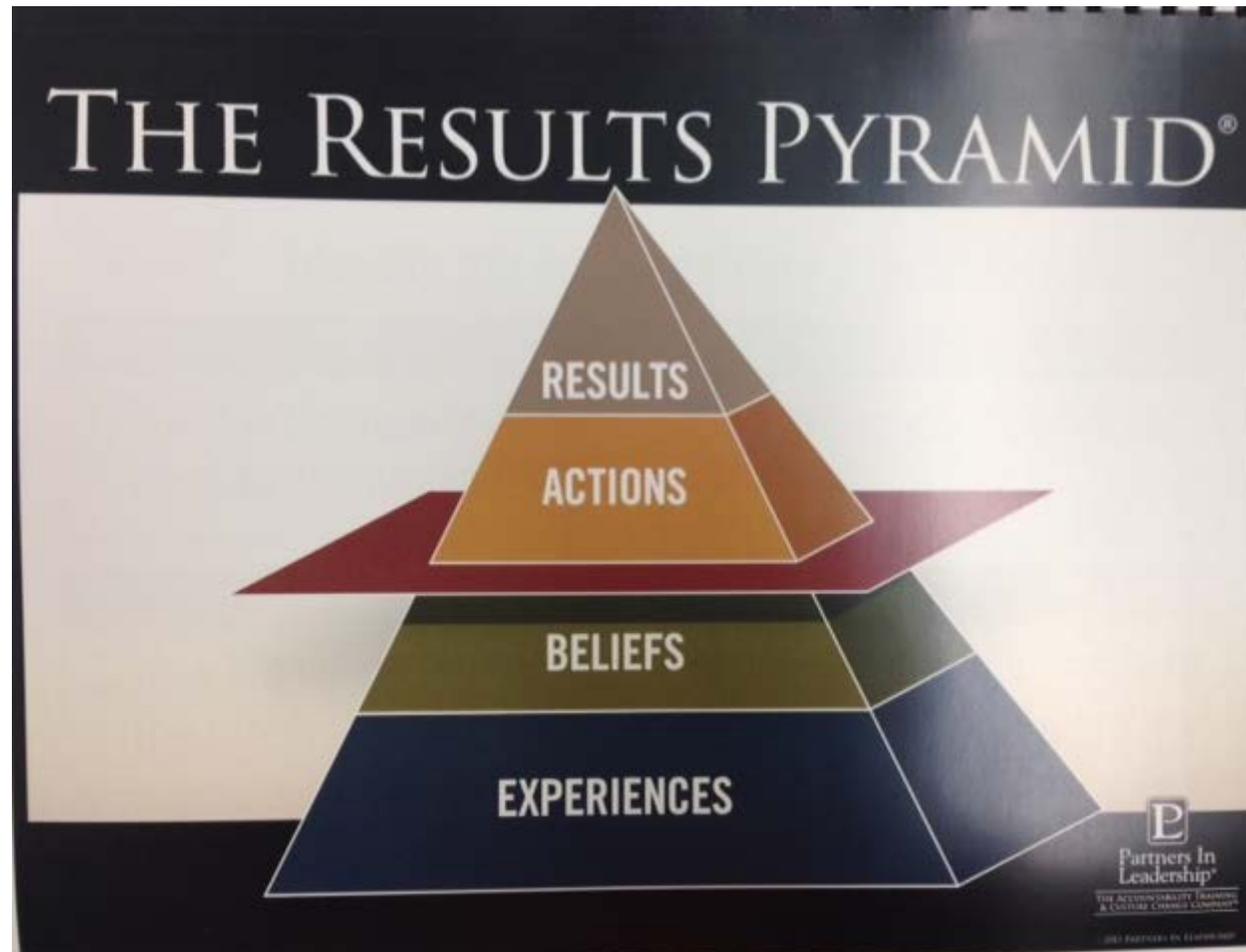
Above the Line vs. Below the Line

VS.

How can you use these concepts

- Performance Management – starting the conversation

- Setting expectations

- Seeking feedback

- Setting a direction for you team – what is your "line"

- Using the above/below the line identifiers as a tool to assess your leadership style

Institutionalizing a Culture of Accountability

- Starting the conversation with your employees

- "check-in" and meet monthly with each employee

- Focus on these three items:

    - **Performance**: previous and goals for the future

    - **Expectations**: is the employee meeting expectations

    - **Feedback**: How can we help, mentor and listen
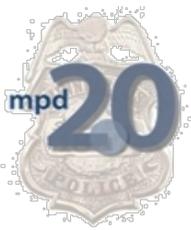
Next steps….Continuing to define a Culture of Accountability

- Develop a group of **accountability** trainers that will ensure consistency of messaging as related to MPD 2.0.

- Repetition and/or application of common terms such as the results pyramid and above/below the line.

- Align process with Perform Minneapolis – use of "check-in"

- Ensure process remains flexible to account for a change in Department and/or City goals