

# 4th USPE Police Sport Conference

USPE Mission, Vision & Values  
World Café Workshop  
19/11/2011

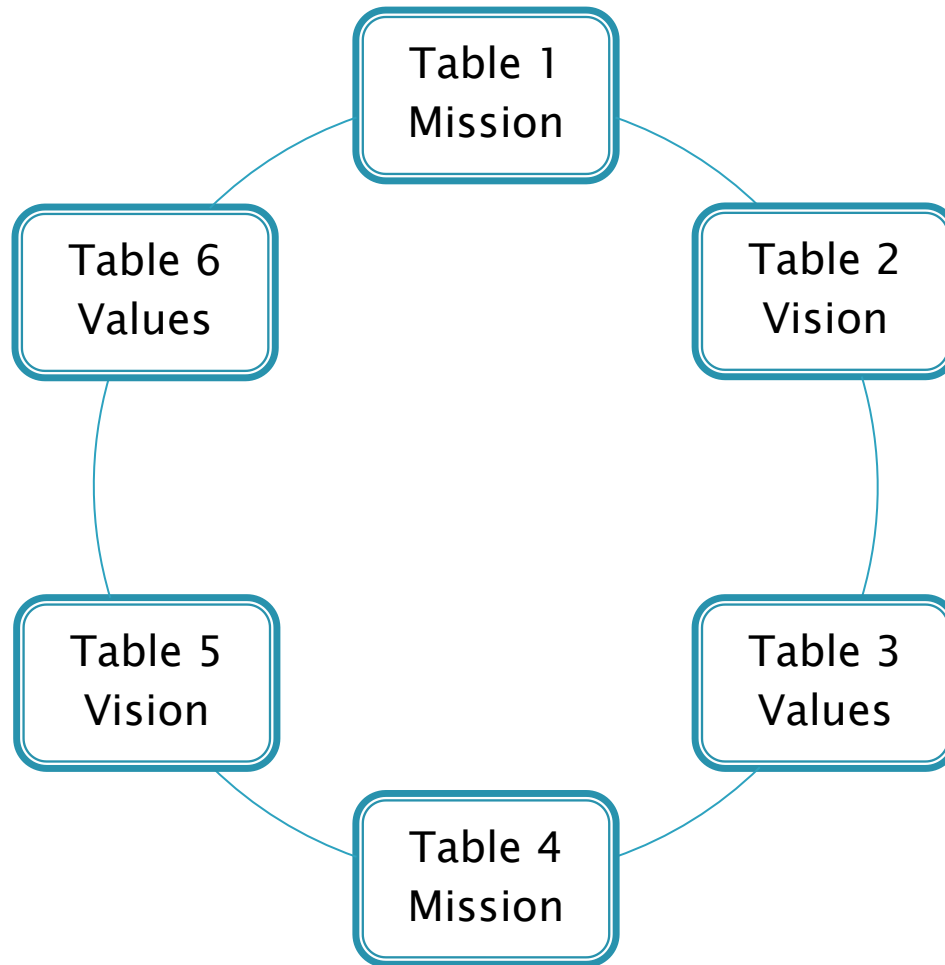
# World Café Workshop Method

- ▶ Relaxed informal atmosphere
- ▶ Open mind: every opinion is welcome
- ▶ Innovation
- ▶ Tables covered with paper
  - One moderator
  - Min 5 and max 8 participants per table
  - **Important:** all participants write ideas on paper
  - Next groups can work on questions and ideas of earlier groups
- ▶ Rotate after 30' (11:20, 11:50 & 12:20)

# World Café Workshop Method

- ▶ Moderators
  - Welcome
  - Facilitate discussion
  - Explain questions
  - Short information on what others wrote before
- ▶ Gather results
- ▶ Present table covers on wall
- ▶ Present first impression (20/11)
- ▶ Goal: Mission, Vision and Values statement  
=> next USPE Congress (Dublin 06/10/2012)

# World Café Workshop Method



# USPE Mission

- ▶ **What do we want to achieve?**
  - This must be re-examined and refreshed periodically if an organization is to remain dynamic.
- ▶ **Mission statement:** describes overall purpose:
  - **WHAT** you do,
  - For **WHO** you do it,
  - and **HOW** and **WHY** you do it.
- ▶ It sets **boundaries on the organization's current activities.**
- ▶ Reviewing the mission gets an organization **back to basics.** The essential activity of determining **whom you serve** can be a wake-up call for organizations that have started to skew their activities to meet the needs other stakeholders (such as their funders or lobby targets) and not their **actual clients.**

# USPE Mission

## Statutes Art 1 Aim

- ▶ **Encourage sport throughout European police forces**
- ▶ **Coordinate preparation, organization and control of international competitions in all sports disciplines.**
- ▶ **Build up social, cooperative and professional relations between European police forces.**

# USPE Mission – *Today*

## What is our CORE –BUSINESS?

1. Encourage sport in European police forces
2. Coordinate international competitions in all sports disciplines.
3. Build up relations between European police forces.

Are we doing/achieving this?

What are we doing well? => **Strengths**

What can we do better? => **Weaknesses**

# USPE Mission – *Today*

- ▶ **WHAT** do we do?
  - Championships
  - Congress
  - Conference...
- ▶ For **WHOM?** Who are **our clients?**
  - Athletes: active police officers & police students
  - Member countries / European Police Forces
- ▶ **HOW** and **WHY** do we do it?
  - Sports Calendar
  - Non-profit: not commercial
  - How will we find **budget** to realize our actual plans?



# USPE Vision – *Future*

- ▶ **Vision** is what keeps us moving forward, even against discouraging odds.
- ▶ Vision is the most powerful **motivator** in an organization. If it's vivid and meaningful enough, people can do astounding things to bring it to realization.
- ▶ A vision statement describes **an ideal future**. It answers the question, "**what impact do we want to have on society?**"

# USPE Vision – *Future*

- ▶ What is the **ideal future** of the USPE?
- ▶ Where will the **USPE** be in **2020**?
- ▶ What **impact** do we want to have **on society**?
  
- ▶ **WHAT?**
  - New sport disciplines?
  - New **activities**?
    - Mix sports/holiday (similar to World Police Fire Games)?

# USPE Vision – *Future*

## ▶ WHO?

- New **clients** (target groups)?
  - Senior police officers
  - Civilian staff
  - Police academies
- New **partners**?

## ▶ HOW?

- ▶ Do we need a **new Sports Calendar**?
- ▶ How will we find **budget** to realize our future plans?

## ▶ WHY?

- ▶ Social Profit: commercial activities (Merchandising, Sports Holidays...) to support our aim?

# USPE Values

- ▶ **Values** are clear in everything you do, how you operate. Articulating values provides everyone with guiding lights, ways of choosing among competing priorities and guidelines about how people will work together.
- ▶ A values statement reflects the core **ideology** of an organization, the deeply held **values that do not change over time**. It answers the question, "**how do we carry out our mission?**" Values are what your organization lives, breathes and reflects in all its activities.

# USPE Values

- ▶ Statutes Art 1
  - Strictly **forbids** any discussion, demonstration or activity of a **political, trade union or sectarian character**.
  
- ▶ USPE is European Police Sports Union
  - POLICE => Values (Integrity...)
  - SPORTS => Values (Fair play...)
  - UNION => Values (Solidarity...)

# USPE Values – *Guidelines*

## ▶ **POLICE** values?

- Respect for rules? Setting an example?
- Integrity? Sponsoring?
- Teamwork?
- Social profit?
- Community related?

## ▶ **SPORTS** values?

- Fair play?
- Respect for referee and opponent?
- Respect health?
- Quality of performance?
- Gender neutral? Equality between women and men?

## ▶ **UNION** values?

- Solidarity?
- Transparency? Clear communication?
- Democracy?
- Quality of organizing?
- Gender neutral?

# USPE Values – *Guidelines*

- ▶ USPE Statutes **forbids** discussion, demonstration or activity of a **political, trade union or sectarian character**.

Are we achieving this **neutrality**?

What are we doing well? => **Strengths**

What can we do better? => **Weaknesses**

# USPE Mission – Summary

## ▶ Championship

- Number of sports, other sports, interval?
- Mixed EPC (more than one sport – Avila 2000)?
- Credibility => professionalism!
- USPE is a partner to encourage sports (no monopoly)
- How do we make USPE attractive? (communication, other activities...)



# USPE Mission – Summary

## ▶ Conference

- Involve member countries to set agenda
- Send agenda with invitation
- More time for discussion
- Non-participation => ask why & evaluate
- Why do we need the conference?

# USPE Vision – Summary

- ▶ Activate all member countries to participate
- ▶ Open National Championships (include some teams/participants from other member countries)
- ▶ More professionalism in organizing
- ▶ Be critical about calendar (which sports?)
- ▶ Communicate better about USPE
- ▶ Focus on Europe, sports which are closely related to police work (but mixed opinions)
- ▶ Fitness and health are important topics

# USPE Vision – Summary

- ▶ Integration of civilian police staff / senior police officers in USPE events
  - Civilian police staff: mixed opinions, some countries have problems on national level because civilian police staff are not allowed to participate in EPC
  - Organize **Masters Games** (4 or 5 sports, every 4 years, separate from EPC)
- ▶ Organize every 2 Y a big sports event
  - 1000–1500 participants from all over Europe
  - All levels

# USPE Values – Summary

- ▶ Choose => Explain => Communicate
- ▶ Selection (for example)
  - Respect
  - Fair play
  - Equality
  - Solidarity (keep union as one)
  - Integrity
  - Quality

# USPE Values – Summary

- ▶ USPE has to be neutral (*“We meet for sport, it doesn’t matter which political or religious opinion you have”*)
- ▶ Gender equality: encourage women
  - to participate in EPC
  - to candidate for USPE functions (step by step, no quota)

**Many thanks for your  
contribution!**

*Police Sport Europe*