

Case Study – Law Enforcement



www.ccr3.com

info@ccr3.com

Candidate Selection For Modern Policing

Dubai Police set the standard for Policing across the GCC. Their modern thinking and innovative use of technology allows them to create modern Policing strategies whilst maintaining traditional values towards their people and the many visitors to their country. Dubai Police were established on 1st June 1956 and has seen many changes in not only its own landscape, which from then till now is unrecognisable, but in the type of Policing required, the multi-national diversity and the unforeseen problems that technology has brought to the region. Therefore, the Police officer of today must be different from the past and possess modern, valued characteristics.



CCR3 was approached to help create a modern system and approach to recruitment. It had been recognised that they needed a process that delivered better insight into each candidate, the candidates values and their predicted behaviours and likely performance levels under stress. Dubai Police also wanted to understand how to get the best out of a successful candidate, how to unleash their potential and what role would be best suited to them. Finding this out at the recruitment stage was essential as the scale of each recruitment drive was massive and implementing a system that enabled the effectiveness of the event proved to be a critical factor.

Further candidate information was obtained and allowed a view of them as the individual, how they might perform in the team and the dynamics of the team in relation to role alignment, performance and succession.

This was then applied in a functional way to determine candidate best fit:

- **Emotional Intelligence** – Does the candidate have the E.Q. to be an effective Dubai Police Officer?
- **Communication** – The insight into how best to communicate to and with the candidate
- **Roles & Position** – Identifying the best role and ideal environment to maximise candidate fit
- **Talent & Potential** – High Potential identification and specialist role potential
- **Management Tool** – Insight into how to manage, motivate, engage and develop the candidate

As a direct result of embracing the CCR3 technology, Dubai Police has been able to process almost 500% more applicants at each recruitment event and importantly can identify immediately, those not suitable to be a Police Officer. They have data held on their secure servers which when accessed, gives HR and the Manager valuable information of how to get the best from their candidates throughout their training and career.

A CCR3 analytics engine within the system allows them to track the performance of any candidate in real time and measured specifically against the competencies and the KPI's of the role they fulfil, allowing them to identify the true potential of the candidate and the effectiveness of their initiatives and training practices.

UNITED KINGDOM

EUROPE

NORTH AMERICA

ASIA

MIDDLE EAST

CCR3 Group, Innovation Centre, 1 Ainslie Road, Hillington Park, Glasgow, G52 4RU T: 0845 873 1999
www.ccr3.com info@ccr3.com