

# HILLSBOROUGH COUNTY SHERIFF'S OFFICE

Sheriff David Gee



Tampa, FL

## *ILP-Challenges in Implementation*

**Captain Andy Ross**

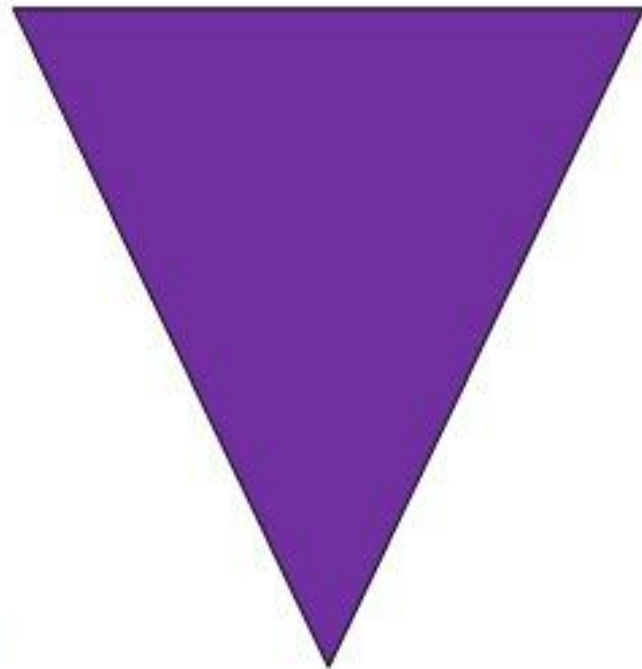
# The Transition from COP to ILP



# A Different Approach

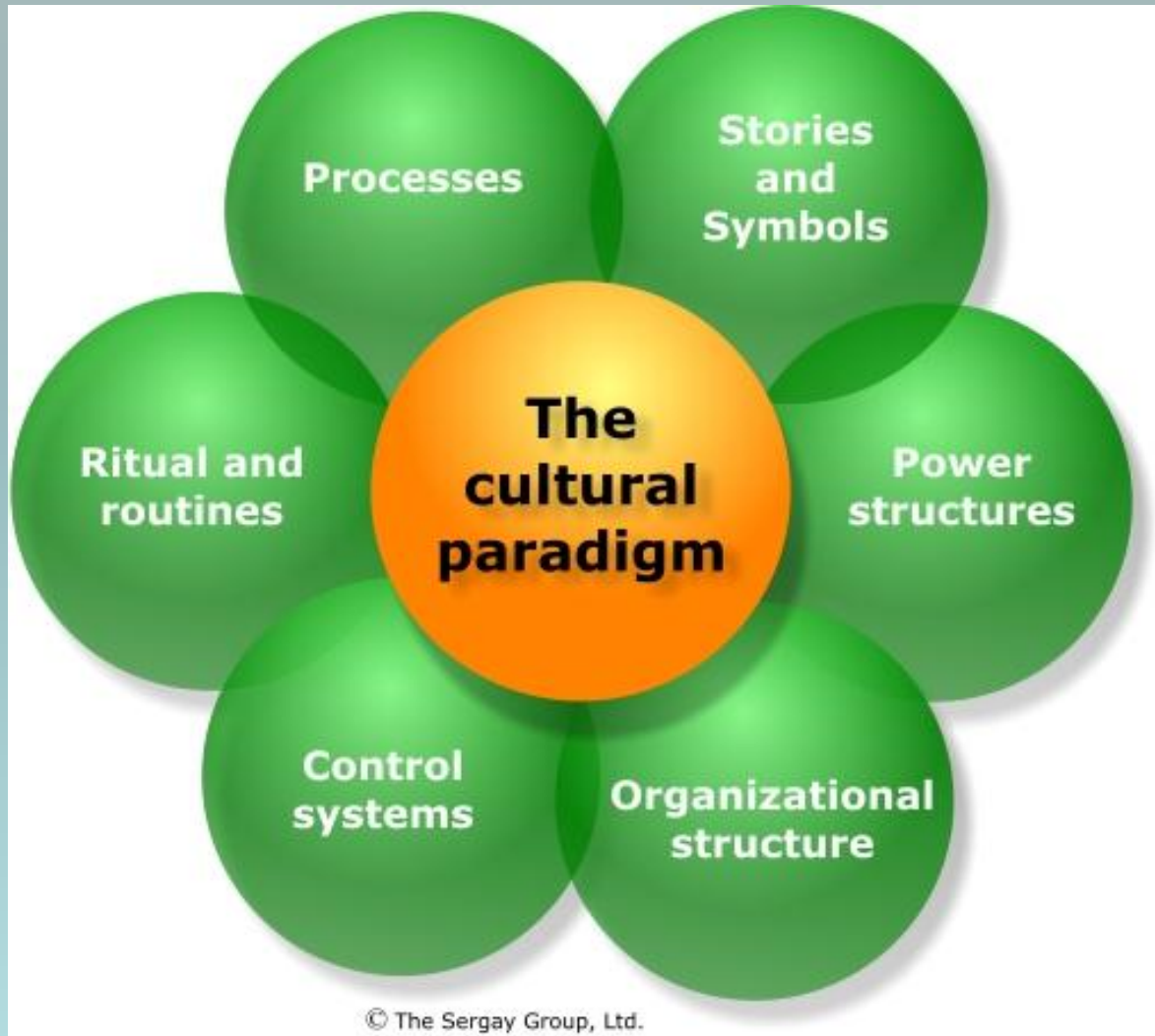


**Bottom-Up Approach**



**Top-down Approach**

# Reorganization Alone is Not Enough



# Begin with the End in Mind

(from Stephen Covey's Seven Habits of Highly Effective People)

*“Would you tell me please which way I ought to go from here?”*

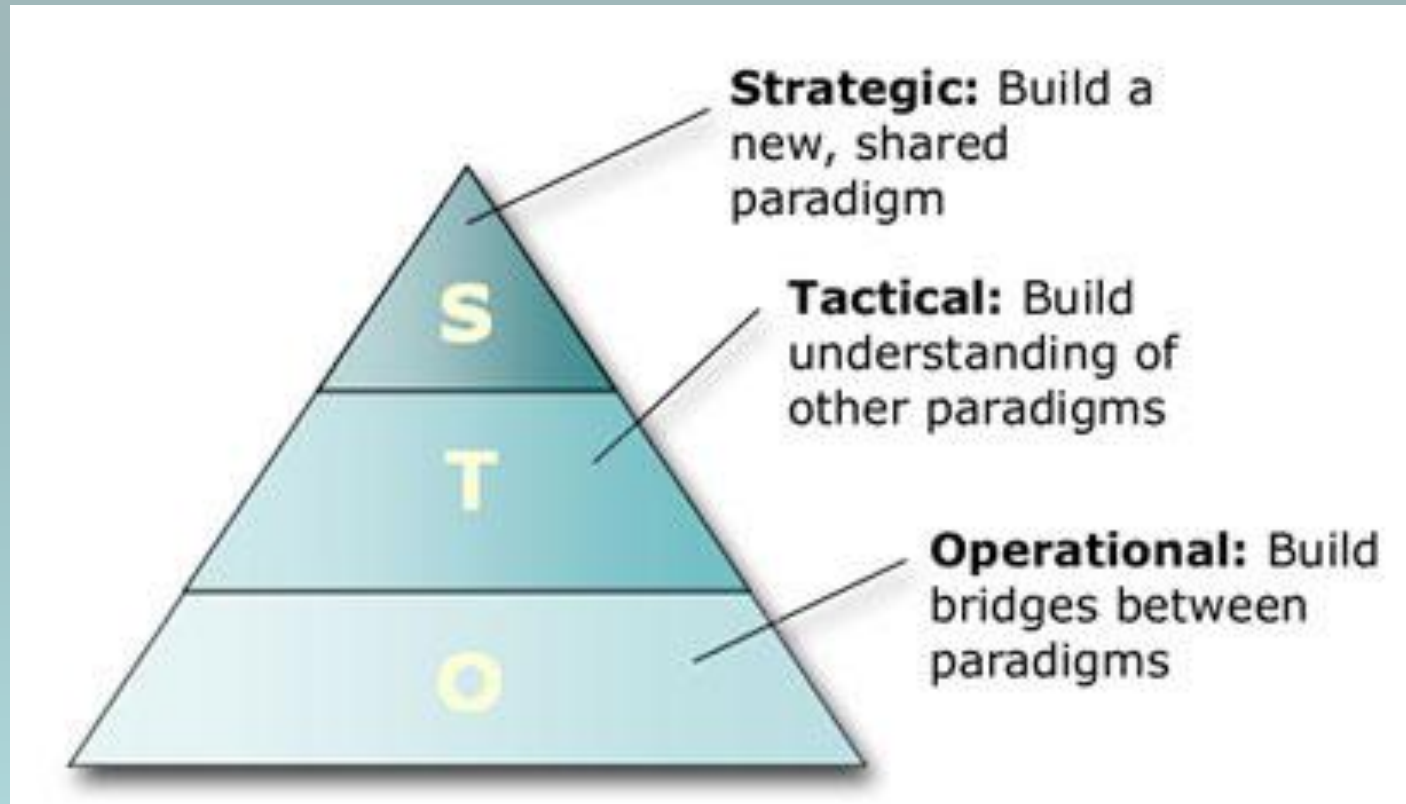
*“That depends a good deal on where you want to get to,” said the Cat.*

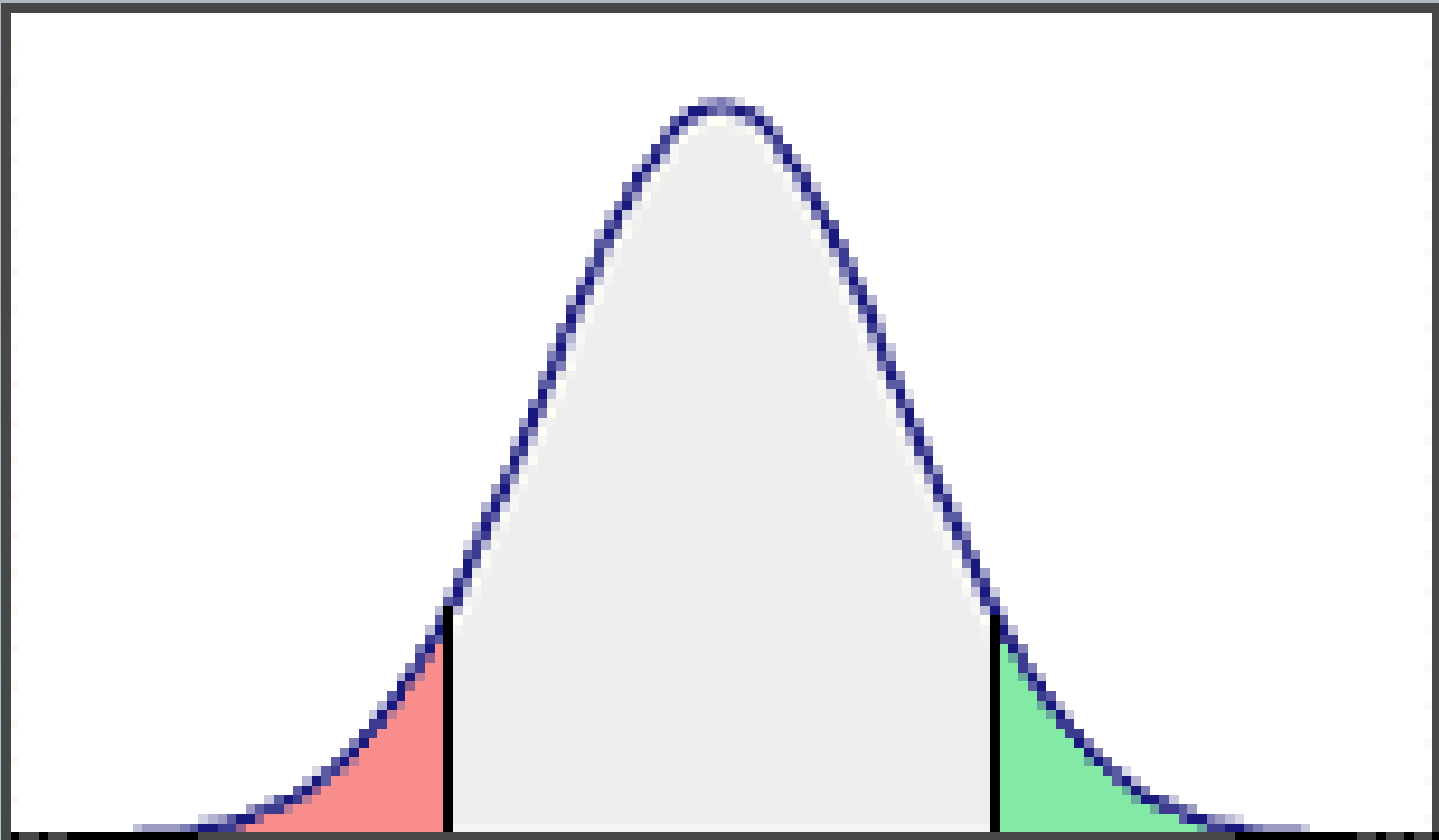
*“I don't much care where...” said Alice.*

*“Then it doesn't matter which way you go,” said the Cat.*

**—From Alice's Adventure in  
Wonderland**

# Building A New Paradigm





Resistant

Neutral

Supportive

The Attitude Bell Curve

# Organizational Alignment



# Could This be a Problem?



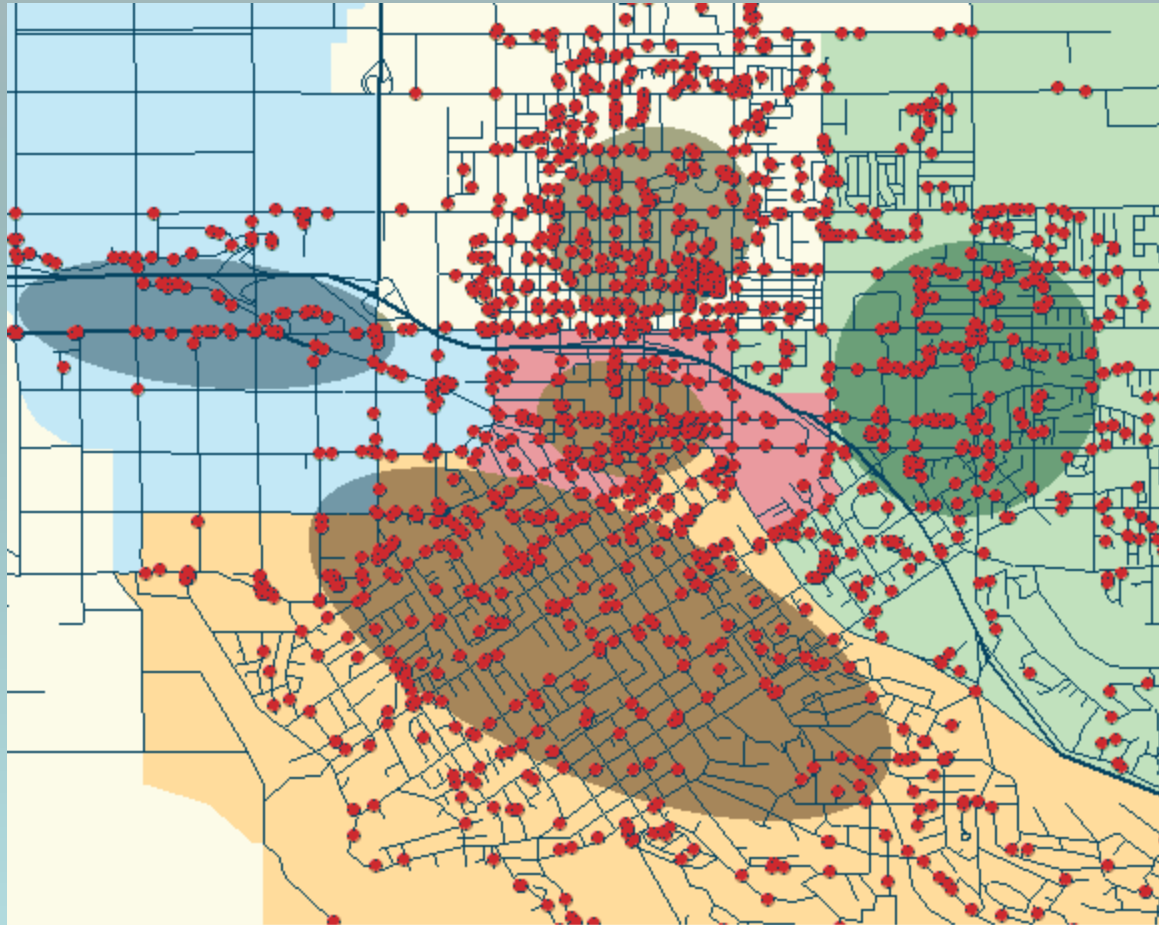
# Seek First to Understand, Then to be Understood

(from Stephen Covey's Seven Habits of Highly Effective People)

*Listen, or your tongue will make  
you deaf.*

—Native American Proverb

# Analysis Capability





Causal  
&  
effect?

# Figuring Out Who is the Worst

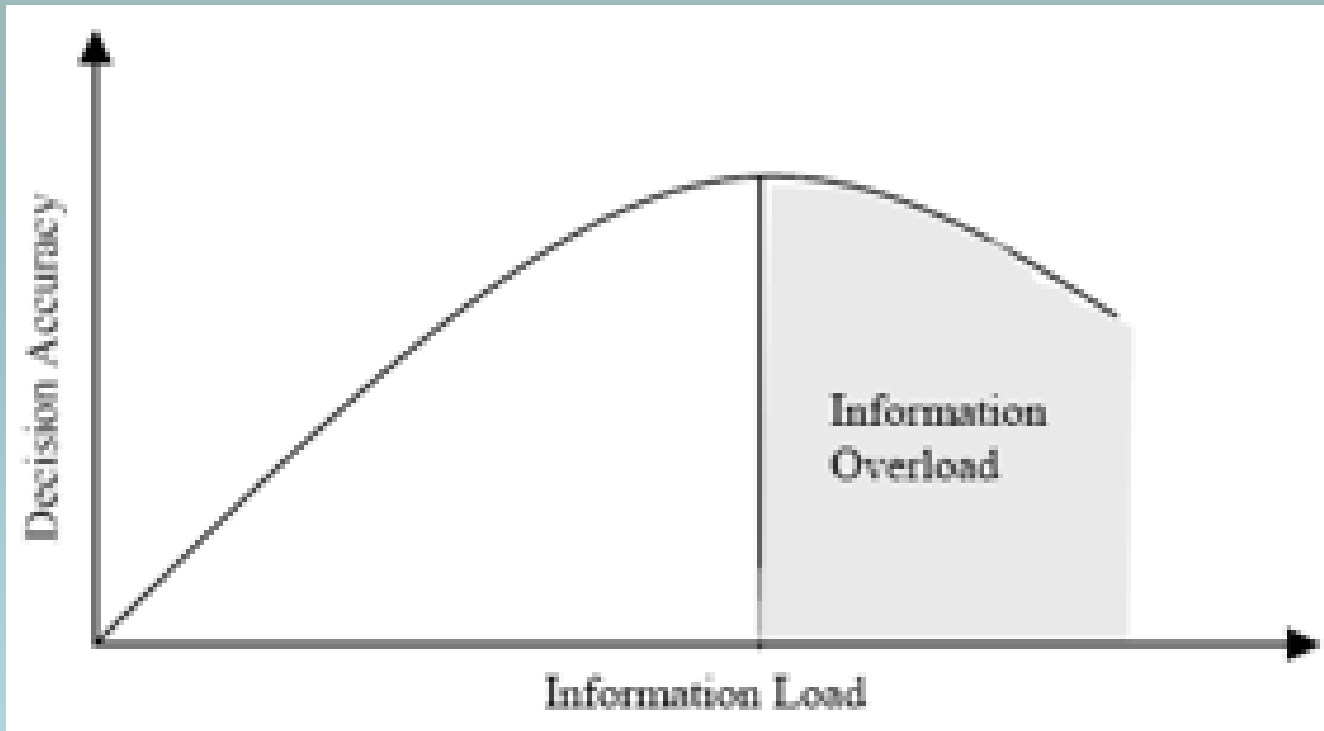


# What requires attention?



And what should be ignored?

# How Much is Too Much?



**If the only tool you have is a hammer...**



**Everything starts to look like a nail.**

# Operation Summer Storm

