



## APPLICATION FORM

### EXTERNAL MEMBER OF THE PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE

#### 1. PERSONAL DETAILS

Title (Mr/Mrs/Ms/Dr, etc)
Mr

Name in full (please also give any other names by which you have been known)
Michael George Mitchell

Permanent home address

How long have you lived at this address?

If less than five years at this address, please give details of your previous address(es)
NA

Daytime telephone no	Evening telephone no

Mobile telephone no	Email address

Are you aged 18 or over? (please tick as appropriate)			
Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

Are you resident within the boundaries of the City of London (please tick as appropriate)			
Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>

## 2. PERSONAL HISTORY

Please give details of your academic, professional and/or vocational experience and qualifications relevant to your application for a vacancy on the Professional Standards & Integrity (Police) Committee. Please ensure you include details of your current occupation, if any.

**Occupation:** I am the owner and managing director of a small management consultancy. I set up the consultancy in 2012. Prior to this I was the managing partner in a niche management consultancy based in Hertfordshire. I worked in that consultancy from 1995 until 2011. I was the managing partner from 2007 until 2011. The work I currently perform falls in to 2 main categories – Executive Coach, in this role I help senior leaders / executives to develop their leadership skills. Specifically, around the areas of leading and implementing organisational change. The second category is a Business Advisor – I use my experience and expertise to help business / business leaders & teams to align their functions or their organisation behind the business strategy – specifically the change strategy or the business transformation the organisation is deploying.

Before becoming a management consultant, I was the commercial director for an American corporation called Ionics Inc for 3 years. Prior to this I held several director and management roles in sales, marketing, and commercial operations.

**Education:** In 2005 I attained a MSc in People and organisational development from the Roffey Park Institute validated by the Sussex University. My dissertation was on topic of diversity and authenticity. The dissertation was titled - 'Organisations: Is there a need for greater levels of ethnic diversity at senior levels?'

**Vocational Experience:** I am currently a Non-Executive Director at Open Democracy Ltd – a position I have held since 2006. During my tenure I set up and chaired the finance and risk committee. I am currently a member of the nominations committee.

I am chair of 'The Parents Society' a registered charity at my son's school (Hitchin Boys School), located in Hitchin Herts. We work in close partnership with the school, specifically the Headmaster and his SLT. The Society's primary aim is to raise funds for the school, typically we gift between £15,000-18,000 a year to the school. Recently me and my core team have developed and are now rolling out a strategy to create greater levels of engagement between the parents, the local community, and the school.

### 3. RELEVANT SKILLS AND EXPERIENCE – Please refer to the job description provided.

Please describe and give examples of the skills you possess that are relevant to this position (e.g. strategic thinking, good judgement, ability to scrutinise and challenge, community engagement and ability to communicate effectively).

#### Knowledge:

**Executive Coaching/Business Advisor** - Over 20 years' experience as a professional Executive Coach & Facilitator. My work involves supporting / providing unfettered feedback, challenge, and support to C-suite Executives, Business Leaders, and Global Heads, across a range of companies / in a variety of business sectors. The company's I work with fall into a geographical range, which includes: the UK, USA, Europe, and Southern Africa.

**Wealth of business and real-world experience** – In my consulting role I have lived and worked in Africa, Asia, Europe, and the US. I have worked with market leading firms across a variety of industry sectors the majority of which fall in to 3 sectors: Financial Services, Technology, Telecoms, and Construction.

**Client Engagement** – I believe I am credible at a very senior level; I am able to leverage prior consulting and operational executive/commercial experiences.

**Non-Executive Director** – Through my work at open Democracy I have significant prior experience, as a non-executive director where I have had to challenge and hold senior people / the organisation to account. Also, I have been able to support and develop greater levels of organisational learning.

#### Skills/Attributes:

**Mix of Strong Analytical & Critical Thinking** – I can think critically around business problems and issue. I use these skills well in my day-to-day work. For example, I am very good at thinking critically around structural and cultural obstacles that are having a major impact on organisations attempting to implement large scale culture change and business transformation programmes.

**Strong and Effective Communicator** – I have very good verbal communication skills. I engage well and I believe I've very adept at getting my point across.

**Ability to build and maintain strong working relationships** – I am known for building very strong long-term business relationships. I do this by being straight forward and honest, I believe this is something my clients and I believe people within my social circle, appreciate, and respect.

**Empathy** – I believe I naturally take time to understand different perspectives and the emotional content in exchanges. I listen well, to understand the message and the emotional content of the message.

#### **4. WHY DO YOU WANT TO BE AN EXTERNAL MEMBER OF THE PROFESSIONAL STANDARDS & INTEGRITY SUB (POLICE) COMMITTEE?**

Please explain why you are interested in becoming an external member of the Professional Standards & Integrity (Police) Committee. You can use additional pages if needed:

I believe the work that the Standards & Integrity Sub Committee (Committee) carry out is vital to the internal workings of the City of London Police. It is also a critically important tool that helps to build and maintain trust and confidence within the community that the force serves. I think I have skills & abilities, and experience (business & personal) that would benefit the workings of the Committee.

I think it sounds like a cliché to say I want to make a difference in the lives of people. That said, I have spent much of my working life doing just that. I believe by becoming a member of the Committee I would be in some way making a difference in the lives of individuals in the community as well as members of the City of London Police force.

I believe the workings of the Committee would be enhanced by continuing to add as many diverse voices as they can. I say diverse in its broadest sense. A little about my background: I was born in the Caribbean, I came to the UK at the age of 4, I spent most of my formative years living in South London on council estate. Growing up my interactions with the police, and those of my family, friends, and peers, were not always positive. Even then I realised that the police, at times, were carrying out a thankless task, and policing by consent was crucial. I think I would bring more racial diversity, but as I noted above, I think I bring more than that. I believe I bring a rich and diverse background and experiences that would enrich discussions and debates.

I now live in a reasonable prosperous part of Hertfordshire and over the last 30 years most of my interactions with the police have been very positive. I believe the way policing is conducted today is very, very different to what I experienced in my youth. I would suggest policing and the police has grown, developed, and improved hugely over this time. But like most culture change programmes and learning organisations you can always learn and improve. I believe I bring an understanding and real-world knowledge of what it takes to develop a true learning organisation and how to identify and tackle resisting forces to change.

I do not have a strong background in community work, most of my working life has been in the business world. However, I believe I have a strong set of skills & attributes that have helped the organisations that I work with improve and grow. I believe my skills, attributes and experience are transferrable and would benefit this committee.

I believe the City of London Police are on a journey, like all the police forces in the UK. I believe the views, perspectives, and the values I have will be of benefit to the Committee and overall, it will strengthen the workings of the committee. As I noted at the beginning of this piece, I see this Committee as an important tool to help build and maintain trust. I believe that being a member of this Committee I will, in a small way, be able to make a difference.



## 5. REFERENCES

Please give details of two people, not related to you, who have agreed to be contacted by us about your application. It would be helpful if one referee was familiar with your community activities.

Name		Name	
Address		Address	
Tel no:		Tel no:	
Email address:		Email address:	
Position:		Position:	

Please note that references will be requested before interviews take place.

## 6. OTHER INFORMATION

[REDACTED]	
[REDACTED]	[REDACTED]
[REDACTED]	
[REDACTED]	
[REDACTED]	
[REDACTED]	

## PLEASE SIGN AND DATE THIS FORM

I declare that the information I have given is true and complete.

Signed Michael Mitchell..... Dat ...25/02/2021.....

## 8 WHAT TO DO NOW

Please return this complete application for an monitoring questionnaire by [REDACTED] email to

[Polly.dunn@cityoflondon.gov.uk](mailto:Polly.dunn@cityoflondon.gov.uk)

T 02 733 372

If you have any questions or queries please contact us for further information