

The IMPD Office of Professional Development and Police Wellness (OPDW) was created by the Indianapolis Metropolitan Police Department in 2010 for the purpose of developing, enhancing and guiding the careers of IMPD Officers based on the Values of the IMPD.

Excerpt from the
IMPD “Values That Guide Our Actions”

“.....We recognize that each member of this department is valuable, and we accept our obligation to each otherto provide the maximum opportunity for each person to achieve his or her professional potential.”

WHAT THE OPDW IS:

PROFESSIONAL DEVELOPMENT

Resiliency Training and Education
Mentoring, Career Opportunities Internships

EARLY INTERVENTION

Peer, Supervisory Referral, Voluntary

DISCIPLINARY REMEDIATION

Corrective-Based Discipline

EDUCATION-BASED TRAINING

Performance Mentoring

WHAT THE OPDW IS NOT:

The OPDW does not assist officers with grievance resolution, complaints, reassignment requests, or respite from a history of poor decision-making or pattern of a deliberate performance issue.

**IMPROVING LIVES
SAVING CAREERS**



**For Information on IMPD programs
or to participate in IMPD's formal
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**INDIANAPOLIS
METROPOLITAN
POLICE
DEPARTMENT**

IMPD



**PROFESSIONAL
STANDARDS
DIVISION**

**OFFICE OF
PROFESSIONAL
DEVELOPMENT
AND
POLICE WELLNESS
(OPDW)**



THE IMPD OPDW MISSION

The Indianapolis Metropolitan Police Department recognizes that the stress and trauma of the law enforcement experience impacts police officers each and every day. For officers to be healthy and productive at home and at work they must be proactive in overcoming distress they experience in their personal and professional lives.

In an effort to support IMPD officers the agency has created the Office of Professional Development and Officer Wellness (OPDW). Through the OPDW, IMPD officers have access to numerous coordinated resources from within and outside the organization.

Programs designed by the OPDW guide and enhance the officer's personal and professional development in addition to monitoring and case managing the officer's physical and mental wellness. By developing successful, career-focused programs, distress has been reduced for many officers.

IMPD CAREER DEVELOPMENT

To combat career malaise and to build officer resiliency, IMPD regularly offers instruction on various health and wellness topics. In addition to training, the IMPD OPDW has created the **Career Opportunities (COPS)**® job shadowing program and the **MyLegacy**® **Mentoring** program designed to promote healthy growth and development throughout the officer's police career.

Police Resiliency Training

The IMPD OPDW has instructed thousands of officers and families of officers by providing updates and current data on topics related to officer distress and resiliency. This training is based on the experience of working with officers with personal and career challenges i.e., addictions, behavior, health, personality and relationship issues.

Career Opportunities Program (COPS)

COPS is a job shadowing program that provides officers with opportunities to experience different areas within and outside the agency. Through COPS, officers develop additional knowledge and skills to enhance their long-term career marketability.

MyLegacy® Mentoring Program

The MyLegacy Mentoring program is one of the few formal police mentoring programs available to officers. The MyLegacy Mentoring Program connects officers trained as Mentors with police applicants, recruits and veteran officers to help guide them through personal and professional challenges.



Mentors receive three days of formal training, including two days of classroom instruction and one day of team-building and individual awareness at the US Army Leadership Reaction Course at Camp Atterbury (IN), or the Butler University (IN) High Ropes Course.

Mentors and Mentees are matched by use of a Personality Profile® and Mentors and Mentees are surveyed to ensure the integrity and effectiveness of the program. All graduates of the IMPD Mentoring Program are automatically included in annual training and seminars.

Included in the Mentoring Program is the **Deployed Services Unit**, military veterans trained as Mentors who assist officer-soldiers and their families with law enforcement and military challenges.

