**ANDY MCGROGAN, OOM, MA**

Medicine Hat, AB | 403-527-7733 | andy@mcgrogan.ca

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|  |  **Executive Profile**  |  |

Decisive, insightful, and results-driven **Executive Leader** offering over 40 years of policing experience including 12+ years guiding senior leadership teams, informing organizational direction, and driving transformative projects for prominent public and non-profit institutions. Recognized as an energetic relationship-builder who quickly gains the trust and respect of key decision-makers to deliver results that align with performance and long-term objectives. Sought after coach and strategist who nurtures unique talents, mediates contentious issues, optimizes internal operations, and fosters open communications to create an inclusive and collaborative work environments.

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|  | **Areas of Expertise**  |  |

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| * Operations & Team Management
* Strategic Planning & Execution
* Process & Resource Optimization
* Performance Tracking & Evaluation
 | * Project & Budget Management
* Media & Community Relations
* Data Analysis & Interpretation
* Team & Stakeholder Engagement
 | * Staff Training & Development
* Multitasking & Prioritization
* Reporting & Presentations
* Microsoft Office Suite
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|  | **Professional Experience**  |  |

**Chief of Police |** Medicine Hat Police Service (MHPS) – Medicine Hat, AB **2008 to Dec 2020**

* Oversaw the day-to-day operations of the municipal police service with 155 employees including 113 Officers
* Defined and implemented the annual strategic plans while ensuring alignment with the Service's vision and values
* Directed the 5-member police executive team and offered guidance and stewardship in their daily activities
* Accountable for the team hiring, training, talent development, and performance evaluation and management
* Reported to the Police Commission and supported the review and approval of the $24 million annual budget
* Built and nurtured relationships with government leaders, community organizations, and agency partners
* Offered subject matter expertise to the Mayor, CAO, and City Council to inform their decision making process
* Worked closely with the Medicine Hat Police Association to understand needs and address any issues or concerns
* Represented the Service during interactions with the media and delivered speeches at key events and engagements
* Partnered with provincial and federal associations to launch tactical initiatives and share crucial information
* Evaluated performance metrics and maintained awareness of industry trends to continual improve the operations

Key Achievements:

* Successfully established a positive, inclusive, and collaborative work culture for all team members and introduced new mental health programs and an on-site Psychologist to provide expert and timely support to staff in need
* Founded the Domestic Violence Unit in collaboration with the Medicine Hat Woman's Shelter Society and built the Safe Families Intervention Team to effectively identify and mitigate high risk situations before they escalated
* Streamlined the recruitment process and dramatically enhanced the quality of Officer candidates by originating an innovative talent acquisition model in partnership with the Lethbridge Police Service and Lethbridge College
* A formidable record of meeting the annual budget targets with several years of completing the fiscal year with significant surpluses by instituting new controls and procedures to optimize expense management
* Pioneered the Regional Response Teams for Organized Crime and Priority Street Crimes that were so effective in fighting criminality across the territory that 7 new Regional Response Teams were formed across the province

**Deputy Chief of Police,** | Medicine Hat Police Service – Medicine Hat, AB **2007 to 2008**

**Inspector of Operational and Support Services,** | Medicine Hat Police Service – Medicine Hat, AB  **2005 to 2007**

**Professional Development Staff Sergeant** **|** Medicine Hat Police Service – Medicine Hat, AB **2001 to 2005**

**Team Commander, SWAT** | Medicine Hat Police Service – Medicine Hat, AB **1989 to 2008**

**Patrol Division Staff Sergeant** **|** Medicine Hat Police Service – Medicine Hat, AB **1998 to 2001**

**Officer Safety & Arrest Control Coordinator** **|** Medicine Hat Police Service – Medicine Hat, AB  **1991 to 2001
Criminal Investigation Section, Major Crimes |** Medicine Hat Police Service – Medicine Hat, AB  **1996 to 1998**

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|  | **Board & Community Activities** |  |

**President** | Alberta Association of Chiefs of Police (AACP) **2016 to 2018**

**Board Member** | Alberta Association of Chiefs of Police (AACP) **2008 to 2020**

* Elected by membership to lead the prestigious organization dedicated to the support and promotion of efficient law enforcement and to the protection and security of the people of Alberta and rest of the Canada
* Interacted regularly with 14 Chiefs of Police and others members to review and approve policy proposals
* Liaised regularly with the Provincial Chief Crown Prosecutor and the Solicitor General’s Director of Policing
* Supervised the Executive Director and acted as a liaison for the Department of Justice and Solicitor General

Key Achievement:

* Became the first Chief of Police from Medicine Hat to be named President of the AACP in its storied history

**Chair** | Medicine Hat Woman's Shelter Society – Medicine Hat, AB **2010 to 2015**

* Chaired the non-profit board for the leading organization committed to assisting individuals impacted by family violence by providing them with safe shelter, education, advocacy, and access to community resources
* Steered the Executive Director, offered financial stewardship, and led the annual planning and reporting duties

Key Achievement:

* Strengthened relationships with the MHPS and community agencies to execute joint projects and programs

**Chair, Board of Directors** | Canadian Police Knowledge Network **2011 to 2015**

* Appointed to Chair the Board of Directors for the national network devoted to police training and e-learning
* Facilitated meetings with 15 senior level policing professionals from law enforcement and training institutions
* Conceptualized engagement strategies, outlined executive limitations, and reviewed and authorized expenses

**Policy Development & Review Committee** **|** Medicine Hat Police Service – Medicine Hat, AB **1986 to 2020**

**Executive** | Medicine Hat Police Association – Medicine Hat, AB **1987 to 2001**

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|  | **Awards**  |  |

**Order of Merit of the Police Forces** | The Governor General of Canada **2014**

* Awarded the highest national honour possible from the Canadian Police Services for a career of exceptional service

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|  | **Education & Professional Development** |  |

**Graduate Certificate in Executive Coaching |** Royal Roads University – Victoria, BC  **2019**

**Member |** International Coaching Federation  **2021**

**Master of Arts in Leadership & Adult Training |** Royal Roads University – Victoria, BC **2006**

**General Studies Diploma |** Medicine Hat College – Medicine Hat, AB **1999**