

особи, характер і місце ведення вогневого контакту. Під час ведення вогневого контакту потрібне чітке виконання покладених завдань, точне розміщення працівників, а також правильне укриття під час спроби уразити противника. Більшість предметів не володіють захисними властивостями, які вберігають від ураження вогнепальною зброєю. Це стосується кутів, дверей і стінних перегородок внутрішніх приміщень, оскільки кулі більшості сучасних патронів при прямому попаданні легко проникають через тонке дерево, гіпсоліт, пластик та інші подібні матеріали.

Слід зазначити, що у разі виникнення протистояння з групою озброєних осіб, працівнику міліції вкрай небажано вступати з ними у вогневий контакт, оскільки тактична перевага буде явно на боці зловмисників. Вони можуть створити суттєву щільність вогню, забезпечити прикриття один одного, вдало маневрувати, розосереджуючи увагу правоохоронця. Тому в таких випадках міліціонеру варто відступити і дочекатися прибуття допомоги, по можливості не втрачаючи озброєних осіб з поля зору. Однак, якщо вогневий контакт неминучий, необхідно дотримуватись основних тактичних правил ведення бою проти групи озброєних осіб. Діяти треба швидко і рішуче. Пам'ятати, що в такій ситуації головне завдання міліціонера – захистити власне життя, тому якщо поруч є укриття, треба негайно ним скористатись і вже звідти відкривати вогонь. У разі, якщо відстань до супротивників невелика (до 10 метрів), слід вражати останніх за рахунок високого темпу стрільби. Почерговість ураження цілей визначається за критеріями їх небезпечності і відстані до них. Якщо відстань до супротивників понад 10 метрів і поруч немає надійного укриття, працівник міліції зобов'язаний маневрувати ускладнюючи зловмисникам процес прицілювання і шукаючи укриття. Також треба враховувати види зброї супротивників, оскільки протидія міліціонера, озброєного пістолетом, особі, що має довгоствольну зброю, виявиться явно неефективною.

Shtefko Igor,
the 2nd year cadet
National academy of internal affairs
Scientific supervisor
Suprun Darya,
candidate of psychological sciences
senior lecturer of chair
of foreign languages of National academy
of internal affairs

POLICE TEAM BUILDING IN EUROPE

The idea of team working methods, borrowed from the world of sports, has been actively implemented in the management of 60 – 70 years of XX century. Currently, team-building (team building) represents one of the most promising

models of corporate management to ensure effective organizational development. Team building is aimed at creating equal groups of specialists of different specializations together to jointly and severally liable for the results of its operations and on a parity basis by the division of labor.

Studies to identify the success factors of organizational leaders confirm that teambuilding is one of the basic conditions for achieving high performance organization.

Currently, the demand for team-building (team-building) is constantly growing.

Team-building it is:

- one of the most effective tools of personnel management, which allows to develop team spirit in the company's employees;
- team - building provides an opportunity to identify and realize their personal potential employees;
- indicates a problem in communication, generating mutual misunderstanding between the members of the working team of the company;
- helps to find solutions to conflict situations;
- develops the ability to make decisions in critical situations, and custom.

Teams are small groups held together by strong social bonds and which cooperate for the common good. Superior police teams proficiently perform their tasks and possess a high degree of skills that can be applied in stressful circumstances. Strong mutual interaction and cooperative behaviors evidences effective teamwork. Police officers, working together as team members identify with the group, its goals, and objectives.

In the future, leaders who can successfully integrate team members will be in demand. They will have people skills that maximize the potential of men and women. They will emphasize cooperation and diversity.

Teamwork will serve as the central theme for organizational management and the administration of police agencies. Police culture will strive toward creating an environment in which the rewards for working together will outweigh those of working for individual interest. The foundation for teamwork will be based on a reward system that encourages teamwork. This new police culture will improve teamwork and community relationships.

Police leaders should use carefully selected and trained teams for critical situations. So, successful **leaders** explain the benefits of police training. Furthermore, they will create the need for accepting the knowledge by focusing on what officers **need to understand**. The training emphasis will be on community-oriented **and** problem-solving policing.

Team leaders should be very cautious about judging a team's decision. If the proper process was followed and team members are behind the decisions and results, then the team leader should present the findings as just that: the team's decision. Of course, the parameters of the task should have been shared fully with the team at the beginning. This wasn't the case, but under the circumstances, the team offered seemingly practical ideas. In fact, you know what, presenting the

team's ideas would have been a perfect example of leadership! Who knows, good management may even have approved a budget for the team's suggestions.

Additionally, officers may need to be aware of different roles played by the participants in the police department. A good team will have a range of roles represented and in some instances members may need to take on roles they feel less comfortable with. Researches are often quoted regarding team roles. They describe team members who are:

- Action-oriented: are focused on the tasks, like to see results, are efficient.
- People-oriented: are good at delegating, motivating and promoting decision making. They listen to others and encourage harmony.
- Ideas-oriented: are creative and are bored by routines.

So, there are different ways of referring to roles within a team. Some people use job titles such as team secretary and team coordinator. Others use more descriptive behavioral roles such as action role, people role and ideas role. A member of a team who plays an action role would consider practicalities, bear the overall goals in mind, aim to get decisions made and make sure decisions are actioned. Someone in a people role would aim to ensure everyone in the team is happy and to maintain harmony. Someone in an ideas role would generate new ideas and look at the situation from other perspectives. A troubleshooter is a person who considers potential problems.

And at last, cultural attitudes may have an impact on the following team-building aspects too:

- Spending time on small talk before the meeting or getting straight down to business
- Socialising with colleagues outside working hours
- The listening versus action balance
- The amount of involvement team members have in the decision-making process.

In conclusion, it should be noted that a well-formed team is resistant to external influences, it becomes a single organism that is capable to respond flexibly to changes in the situation. Team building - a process of purposeful formation of a special way of interaction between people in the organization, which enables clients to realize their intellectual and creative energy potentials.

Voytkiv Yuriy

Cadet of the group 11

National Academy of Internal
Affairs

Supervisor:

Zhukevych Iryna

THE AUSTRALIAN FEDERAL POLICE