



Commanding Officers of the North West Region: (L-R): C/Supt. André Gauthier, C/Supt. Ross Grimmer, A/Commr. Don McDermid, A/Commr. John Moodie, A/Commr. Brian Watt, with A/Commr. Leatherdale holding the sword.

belonged to that body of men who laid the foundations on which those who followed build such splendid traditions?"

D/Commr. Berlinquette believes that as an organization, we have reinforced those foundations in the North West Region so that those who will follow us will look back and be proud of the initiative of our men and women, who dedicate themselves on the front line of policing in our communities.

Where does the concept of Regionalisation come from?

In recent years, the RCMP recognized that its traditional top-down "command and control," or paramilitary management structure had become a barrier to change. In March 1996, the RCMP Senior Executive Committee, in acknowledgement and in preparation for the results of the Shared Leadership Vision process which was then underway across the Force, committed to provide a more effective level of service to our clients by:

- ✓ Adopting structures that empower employees and would be conducive to shared decision-making, problem-solving and enhanced participation and commitment by all stakeholders;
- ✓ Adopting a regionalised organizational structure;

✓ Examining alternate options of our Contract Policing service delivery and coordination models, recognizing interdependencies and the need to share resources, in view of the national and transnational levels of crime;

✓ The aim of this structure would be to have no more than two levels of supervision between service-delivery levels and the Commanding Officer or Director.

On April 1, 1997, the RCMP agreed to pursue a "regionalised" concept of service delivery, which had evolved from meetings where employees of the Force had discussed ways to better serve Canada's diverse communities — to change the way we do business and to benefit each area of Canada. The Atlantic, Central, North West and Pacific Regions were formed across the Force to provide opportunities for the sharing of common services. The purpose of regionalisation was not intended for cost-saving only; rather, it was intended to produce efficiency gains. Deputy Commissioners were physically reassigned to the Regions and will reside in their respective Regions. They will form part of SEC (Senior Executive Committee) and will remain responsible for national issues as well as represent their Regions on the National Executive.

Among the many benefits expected from a regional structure are greater operational