



# CAMPBELL SUTHERLAND

## — CRISIS LEADERSHIP —

### **About us**

Campbell Sutherland Crisis Leadership Ltd is a unique leadership training company, dedicated to delivering the highest quality strategic crisis leadership and critical incident training to senior executive teams.

### **Why an effective crisis response matters**

The current threat environment is multi-dimensional and constantly evolving, however the key elements of successful crisis response are threat agnostic and can be applied to a range of potential challenges.

Executive teams need the skills and organisational plans and protocols to identify and mitigate these threats where possible and provide the most effective leadership response to any crisis when they occur.

Such preparation will ensure effective business continuity and recovery and the maintenance of customer and shareholder confidence, minimizing reputational impact.

### **The Facilitators**

John Campbell QPM and Alistair Sutherland QPM are uniquely placed to deliver this training having worked at the highest levels of British policing and commanding large complex police forces at executive level for a number of years. Moreover, they have significant experience of commanding and leading the response to a variety of major incidents and events.

As the most experienced and trusted of command operators, both were relied upon to command and support operations that posed the gravest threats to UK public safety and the maintenance of public confidence.

## **Our offer**

Aimed at senior executive boards, and reflecting their busy schedules, this one day, immersive experience will provide CEOs and executive teams, the opportunity to learn and develop the key elements of a successful crisis or incident response, in an enjoyable and safe learning environment.

## **How do we plan and deliver the event?**

### **Pre event**

Prior to the day, the team will meet with the CEO or their nominated representative to gain insight into the company and executive team and consider any areas that would benefit from more focussed attention on the day of the exercise. This will ensure that the event will maximise the time of executive teams and ensure the most valuable outcomes from the training.

### **Training event**

Delivered at your premises and using a significant policing operation with national implications, as a vehicle for learning, the first part of the day will involve the delegates role playing senior police commanders. They will respond to a developing scenario and be required to consider key information presented to them and make critical strategic and operational decisions. These role-play sessions will be interspersed with presentations and real-world insights into the key elements of a successful response to any crisis or critical incident including:

- Integrated crisis management for the organisation.
- Effective command and control
- The role of strategic leaders and strategic objective setting
- Working together in a crisis and what works best

- Making effective decisions in crisis
- Crisis communications

Importantly, the training scenario will conclude with delegates considering how they would apply the best practice they have been exposed to throughout the day, within their own business environment.

### **Who should attend?**

The exercise would benefit from the attendance of key company personnel operating at a strategic level who would be expected to fill crisis leadership roles should they occur. These should include CEOs, Directors or Heads of the following departments - Security, Corporate Communications, Human Resources, Legal, Occupational Health, Operations, Business Continuity and Cyber Resilience. This list is not exhaustive and will be guided by the final exercise design and scenarios.

### **Post training**

Post event CSCL, can provide a non-disclosable summary of learning points and any recommendations from the day for the CEO to consider as part of organisational learning and development for the future.

### **Full Facilitator Biographies**



**Alistair Sutherland QPM**

Alistair is the former Assistant Commissioner City of London Police and Deputy Chief Constable British Transport Police.

He served for over 39 years in a variety of roles and Police Forces including the Metropolitan Police, City of London Police and British Transport Police . He is the only Chief Officer of the modern era to have served in the three London forces.

In 2009, as Chief Superintendent in the Met, he was responsible for leading the implementation of the recommendations from the Stockwell Report into the fatal Police shooting of Jean Charles de Menezes across the MPS and following this took command of the Met's CO19 Specialist Firearms Unit. He was responsible for pan London spontaneous and planned firearms operations, as well as all MPS firearms training. He took on high-profile command roles at public events including Notting Hill Carnival and State Visits and developed and commanded the firearms security and response plans at the Royal Wedding 2011 and the London 2012 Olympic Games amongst others.

In 2014, he was promoted as Commander for Royalty, Diplomatic, Parliamentary and Specialist Protection and was responsible for all VIP Protection operations in the UK and internationally, as well as the protection of Critical National Infrastructure estates and sites.

In 2016 he joined the City of London Police as Assistant Commissioner leading Operations, Professional Standards, Strategic Business Planning and Performance as well as leading on Force Transformation. He oversaw the City Police's response to the London Bridge and Fishmongers' Hall terrorist attacks and the subsequent inquest processes. During his tenure he introduced the City's Lead Force Operations Centre overseeing and co ordinating the national police response to fraud.

In 2018 he was awarded the Queen's Policing Medal for distinguished services to Policing.

In 2021 he joined British Transport Police as Deputy Chief Constable, where his wide-ranging portfolio included overall Policing Operations, Professional Standards, Strategic Development, Compliance and Risk, Information Security, Analysis & Performance, Transformation and Programme Management.

Throughout his time as a Chief Officer in three forces he retained national responsibility for CT Command and Control and was co Course Director for the National CT Commander Course.

He left policing in April 2025 to take up a directorship in the UK Security Industry and in addition provides a range of expert consultancy services to the private and public sector.



### **John Campbell LLB, MBA, QPM**

John Campbell is the former Chief Constable of Thames Valley Police, one of the largest forces in the UK, with a budget of £500m, a workforce of 10000+ and the responsibility for the safety and security of 2.8 million residents.

As senior police officer, he has over 15 years of strategic crisis command experience. These include numerous public order and protest operations, Royal and State events associated with Windsor Castle, major sporting events and protection operations such as the Olympics, Royal Ascot and large-scale music events, such as Reading Festival.

He chaired the Local Resilience Forum within the Thames Valley area, a multi-agency group that develops response plans to both national and locally identified risks, contained within the UK's National Risk Assessment.

In addition to his roles within Thames Valley Police, he has also been actively involved in the national response to terrorism.

As Chief Constable, he was the UK Police lead for the Protect and Prepare strand of the UK Government's CT CONTEST strategy and was a member of the UK Counter Terrorist Committee.

For 12 years he led the UK Police's response to Chemical, Biological, Radiological and Nuclear (CBRN) terrorism. He worked closely with the Home Offices' Homeland Security team, multi - agency specialist blue light and military responders and members of the scientific community.

His role involved developing capabilities and capacity at a national level to prevent and mitigate the impact of such attack methodology.

For 10 years he was a Course Director and Instructor on the UK's National Counter Terrorist Command Course, training senior officers to take command of high threat counter terrorist operations. As an operational member of the cadre for many years, he was deployed on a number of occasions.

He has worked on building capabilities to counter terrorism in Oman and Australia and on CBRN related matters with colleagues from the European Union, the United Nations and the 5 'Eyes' community.

In 2015 he was awarded the Queens Police Medal for services to Policing by HRH Queen Elizabeth.

Having retired from policing after 34 years, he is currently a Senior Associate at the Cabinet Office's UK Resilience Academy specialising in Strategic Crisis Management.