

Portfolio 01: Strategic Intelligence Capability

Building the confidence to transform
intelligence into strategic decision-making



Client: Hellenic Police



Operational capability is not created through training alone. It is developed through partnership, evidence, experience and the confidence to apply learning in practice.

Every engagement described in this publication reflects our commitment to leaving organisations stronger than we found them.

London Policing College

Capability Snapshot



PORTFOLIO 01

Strategic Intelligence Capability Development

HELLENIC POLICE
Athens, Greece

“ Building the confidence to transform intelligence into strategic decision-making.”

ENGAGEMENT SNAPSHOT

	CLIENT	Hellenic Police
	COUNTRY	Greece
	ENGAGEMENT TYPE	International Capability Development
	LPC ROLE	Programme Design Curriculum Development International Delivery Capability Development
	STATUS	Continuing Partnership
	RELATED WORK	Blockchain & Cryptocurrency Investigation
	LEGACY	Ongoing specialist capability development and future collaboration

CAPABILITY AREAS

STRATEGIC INTELLIGENCE

OPERATIONAL INTELLIGENCE

LEADERSHIP

NATIONAL SECURITY

ANALYTICAL TRADECRAFT

“ The programme has strengthened our analytical capability and confidence in producing intelligence that informs operational and strategic decisions.”

Participant Feedback

LPC ENGAGEMENT JOURNEY

- 1 CHALLENGE**
Understand the operational challenge and strategic objectives.
- 2 DISCOVERY**
Analyse context, capability, risks and operational requirements.
- 3 DESIGN**
Co-design an evidence-based capability solution.
- 4 DELIVERY**
Engage through practical learning, scenarios and collaboration.
- 5 EVALUATION**
Measure impact and evidence of capability and performance improvement.
- 6 LEGACY**
Embed capability and build a lasting partnership for the future.

Overview

The Hellenic Police sought to strengthen strategic intelligence capability by developing analysts and senior operational leaders able to apply structured analytical methods, improve professional judgement and produce intelligence that informs operational and strategic decision-making.

London Policing College designed and delivered a practitioner-led capability development programme combining recognised analytical methodologies with operational policing experience.

The relationship has since expanded into further specialist capability work.

Why This Matters

Modern policing increasingly depends upon intelligence products capable of informing strategic decision-making.

Developing analysts who can confidently integrate analytical techniques into operational recommendations strengthens organisational decision-making and future resilience.



Challenge - Understanding the Operational Problem

PROGRAMME SNAPSHOT



CLIENT
Hellenic Police



LOCATION
Athens, Greece



PROGRAMME DIRECTOR
Sunil Galoria



CAPABILITY
Strategic Intelligence



METHODS

- ✓ ADDIE
- ✓ 70:20:10 Learning Model
- ✓ Scenario-Based Learning
- ✓ AI Supported Learning



OUTCOME
Improved analytical confidence and capability in producing strategic intelligence



LEGACY
Continuing partnership and future specialist programmes



London Policing College

BUILDING OPERATIONAL CAPABILITY.
DELIVERING LASTING IMPACT.

When London Policing College was invited to support the Hellenic Police, Programme Director Sunil Galoria recognised that the challenge extended far beyond teaching intelligence software or introducing new analytical techniques.

Drawing on more than three decades of intelligence leadership and operational policing experience, he began by understanding how intelligence was actually being produced, how analytical tools were being used and, most importantly, how intelligence informed operational and strategic decision-making.



Discovery - Finding the Capability Gap

Working closely with the Hellenic Police, local technology partners responsible for the analytical platforms and experienced Counter Terrorism analysts, the team built a detailed picture of current capability before any programme design commenced.

This discovery phase revealed an important insight. The analysts possessed strong technical knowledge of individual analytical tools, yet were often less confident in integrating those tools into a structured analytical process capable of supporting strategic recommendations.

It was a challenge Sunil recognised immediately. Throughout his own career he had repeatedly seen skilled analysts struggle with the transition from operating analytical software to influencing senior decision-making through structured, evidence-based intelligence. Understanding this distinction fundamentally shaped the programme.



UNDERSTAND

Defined the operational challenge.



EXPLORE

Identified capability gaps.



DESIGN

Co-designed the capability solution.



DEVELOP

Developed confidence through practice.



MEASURE

Measured behavioural improvement.



SUSTAIN

Established sustainable capability.

PROGRAMME SNAPSHOT



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PROGRAMME DIRECTOR

Sunil Galoria



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Rather than delivering a traditional intelligence course, London Policing College designed a capability development programme focused on how analysts think rather than simply what they know.

Using the LPC Operational Capability Framework together with ADDIE, the 70:20:10 learning model and evidence-based practitioner approaches, every session required participants to analyse, discuss, challenge and apply intelligence techniques to realistic operational problems.



Design - Building the Right Solution

Recognising the opportunity presented by emerging technology, Sunil also introduced a range of digital learning tools and AI-supported activities that enhanced discussion, collaboration and structured analysis while maintaining face-to-face delivery throughout the programme.

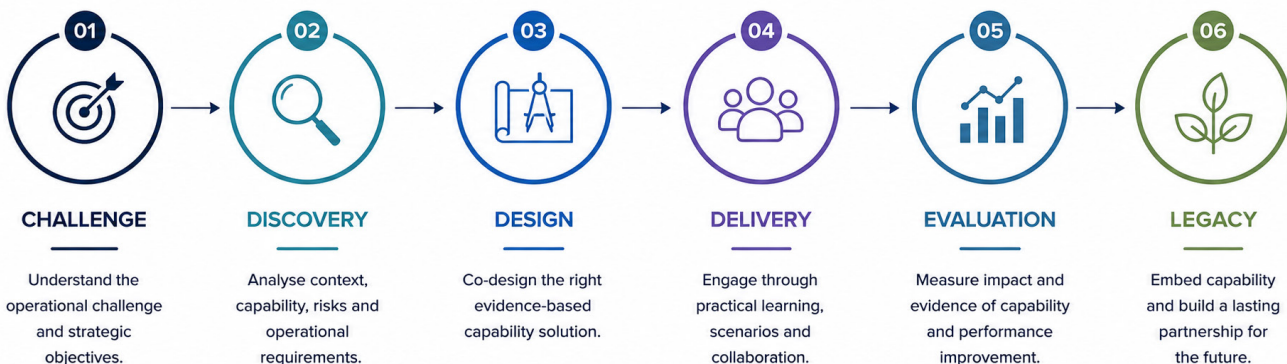
Learning became an active process rather than a passive classroom experience. Participants were continuously engaged through practical activities, collaborative problem-solving and facilitated discussion, ensuring capability developed throughout every day rather than simply at the end of the course.



Delivery - Developing Confidence Through Practice

The emphasis throughout delivery was confidence. Participants were encouraged not simply to produce intelligence products but to justify analytical judgements, challenge assumptions and make evidence-based strategic recommendations. By integrating structured analytical techniques with operational discussion and collaborative learning, participants developed greater confidence in selecting the right analytical approaches and applying them in an integrated and defensible manner.

LPC ENGAGEMENT JOURNEY





Evaluation - Measuring Operational Change

Capability was assessed throughout the programme using practical exercises, assessed analytical products, tutor observation and participant self-assessment. Evidence demonstrated clear improvements in analytical confidence, structured thinking and the ability to apply multiple analytical techniques in a coherent manner. Perhaps more importantly, participants demonstrated a significant shift in behaviour.

Rather than viewing analytical tools as isolated techniques, they increasingly applied them as part of an integrated intelligence process capable of informing operational and strategic decision-making. This change in confidence and professional judgement represented the programme's most significant outcome.



Legacy - Building Sustainable Capability

The programme established an ongoing relationship between London Policing College and the Hellenic Police, leading to further collaboration in specialist areas including blockchain and cryptocurrency investigation. For London Policing College, the engagement reinforced a principle that now underpins all international capability development. Lessons for our practice are:

- **Co-design capability with operational practitioners.**
- **Measure behaviour, not attendance.**
- **Build confidence before competence.**

"The greatest challenge was not teaching analytical tools—it was giving experienced analysts the confidence to integrate them into structured strategic decision-making."

Sunil Galoia

Programme Director

PROGRAMME SNAPSHOT



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Technology does not improve intelligence capability; confident analysts using structured professional judgement do.