

INSPIRATIONAL LEADERS AMONGST US

RECOGNISING EFFECTIVE LEADERSHIP BEHAVIOURS

AN INITIATIVE BY THE ICA PSYCHOLOGY DIVISION

At ICA, everyone is a leader.

Effective leadership can be found anywhere and everywhere. Sometimes, the small yet impactful actions of our colleagues can go unnoticed. You can help make a difference too by spreading positivity! Shine a light on their stories to inspire and motivate others.

In this issue, **SGT Leonard** shares how **SUPT Shawn** and **DSP Govind's** qualities (all names changed for privacy) as compassionate and selfless leaders have positively impacted him.

Read on to find out more!



From Left to Right:
DSP Govind, SGT Leonard and SUPT Shawn

Image generated by AI for privacy reasons

Nominated by: **SGT Leonard** from Sea Checkpoints

Nominees: **SUPT Shawn and DSP Govind**

Both nominees from Sea Checkpoints

The following story was shared by SGT Leonard, with inputs from other colleagues in Sea Checkpoints. SUPT Shawn and DSP Govind are nominated for their compassion and selflessness in supporting others in need at the workplace.

An unforgettable incident was vividly described and recalled by SGT Leonard, when he had unfortunately injured his arm at home the day before he went to work. As his injury was not bothering him, SGT Leonard assumed that he was fine and headed to work the next day. However, as he worked on his tasks, SGT Leonard eventually felt the discomfort and pain in his arm grow. His predicament was swiftly noticed by SUPT Shawn, who spotted his swollen arm and was very concerned.

Although SGT Leonard explained that he intended to see the doctor after work ended, SUPT Shawn insisted that he should go for an X-ray immediately. Meanwhile, DSP Govind overheard the conversation and agreed that his arm had an abnormal colour. He also urged SGT Leonard



to go for a medical examination. Hearing both SUPT Shawn and DSP Govind's insistence, SGT Leonard sought approval from his supervisor to leave work early to visit the doctor. DSP Govind even went the extra mile and offered to accompany him to the A&E to get an X-ray, where a fracture in his arm was detected.

While SGT Leonard was recovering during his hospitalisation leave, both SUPT Shawn and DSP Govind continued to show care and concern through texts, where they asked about his condition. Their thoughtful check-ins reassured him and allowed him to recover well. Throughout the whole incident, SGT Leonard was immensely grateful to both of them as he felt that they went above and beyond their duties, where they sacrificed their time to specially send him to the hospital and did regular check-ins with him. Their actions allowed SGT Leonard to seek medical attention early which ensured that the condition of his arm did not deteriorate. Such an incident encapsulated their remarkable leadership qualities.

SGT Leonard also shared that this incident was very remarkable to him as there was this great feeling of camaraderie and the care shown by Sea Checkpoint colleagues over his health and well-being. He expressed his sincere gratitude to SUPT Shawn and DSP Govind for their care and support when he was in need and hoped that others can be inspired by their leadership behaviours, where everybody can lend a helping hand to others in need, regardless of teams or units.

THE NOMINATED LEADER'S PERSPECTIVE

We reached out to SUPT Shawn and DSP Govind to hear their thoughts on being nominated!



Did you encounter any challenges in the events described by your colleague, and what went through your mind then?

Shawn: Many times, people are generally resistant to seek emergency medical services as it is more expensive than going to polyclinic. Rather than focusing on the cost, the focus should be on the well-being and safety of the officer which sometimes can only be determined by a medical professional. Thus, a leader must be able to guide the officer towards the right direction and to help eliminate any worries that they might have, while ensuring that their well-being is taken care of.

Govind: My sole focus was to convince SGT Leonard to seek treatment from the hospital. SGT Leonard was rather reluctant to go to the hospital as our workplace was not easily accessible by public transport and he did not want to trouble his colleagues. However, when I saw SGT Leonard's hand was red and inflamed, I requested for him to go to the hospital to seek treatment and get an X-ray done.



How do you feel about this nomination?

Shawn: I was surprised to be nominated as I generally did not expect anything in return as it is my duty to care for all officers, and especially those who require assistance. I am glad that SGT Leonard has fully recovered and has returned to work without having any discomfort.

Govind: (I was) surprised as it the duty of all supervisors to take care of their staff.



Do you have any words of encouragement/advice for others who are looking to develop their leadership capabilities?

Shawn: Officers are the assets of our organization. In order for them to be committed to ICA, as leaders, we need to care for their well-being and provide them a safe and supportive environment to work in. By doing so, their family will also be at ease knowing that their loved ones are in a safe environment.

Govind: Know your officers and focus on their welfare. This will promote a cohesive team who will work wonders.

Thank you SGT Leonard for the sharing, and congratulations to SUPT Shawn and DSP Govind! All officers were presented with tokens of appreciation.