

# **Field Training Officer Influence on Organization Culture**

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This research describes the impact of Field Training Officers on organizational culture. The paper discusses organizational culture and how it is developed as well as theories on learning and organizational values. The conclusions are supported by face-to-face interviews with twenty recent police trainees and a case study of a disciplinary action resulting from poor direction by a field training officer. It is apparent that an organization wanting to shape its culture needs to place priority on the selection, training and retention of Field Training Officers.