



**School of Police Supervision
Course Synopsis
120 Hours**

Accountability

Participants will learn the definition of accountability and discuss types of accountability along with mechanisms of accountability within the law enforcement profession.

Hours: 3

Case Study: Leadership Styles Under Stress

Participants will evaluate the differing leadership styles on display in the movie "12 O'clock High". Emphasis will be on the elements of each style producing success and failure.

Hours: 6

Community Policing: A Practical Approach

Participants will identify and discuss leadership issues in society and law enforcement and define real life examples of servant leadership and problem oriented policing strategies. In addition, a template is provided for how to transition a traditional/command and control organization to a servant led/employee organization that is sustainable for the future needs of the organization.

Hours: 4

Conflict and Conflict Resolution

This half day seminar examines the root causes of conflict and the role that conflicts plays in our daily lives. Participants will learn methods for understanding the positive side of conflict and skills for reducing and/or resolving conflict.

Hours: 4

Employee Motivation and Counseling

Participants will learn techniques and strategies for counseling with employees and will discuss and understand variables in counseling with employees.

Hours: 3

Ethics in Law Enforcement

This instruction will examine a range of issues affecting the ethical climate in organizations, and strategies for positive movement in that arena. Against the backdrop of "street ethics," participants will have an opportunity to learn and utilize several models for ethical decision-making as an antidote for ethical difficulty in law enforcement.

Hours: 3

Family Violence

Participants will learn key historical factors that affect the reporting of officer perpetrated domestic violence and be able to identify behaviors associated with such violence. Provisions of federal law restricting the right of an abuser to carry, purchase or transfer firearms will be reviewed.

Hours: 3

Fierce Conversations

Participants will review key components of communication as a leader and how to confront and correct common errors.

Hours: 3

FLSA/Employment Law

This is a one-day program focusing on the Fair Labor Standards Act governing public employees. Pertinent case law will be used to outline and discuss trends and court decisions affecting all aspects of this critical management area. Small group exercises will be employed to craft effective and defensible employment policies; supplemental training also covered the Sexual Harassment in the workplace course.
Hours: 3

Followership

This course will examine the power and necessity of developing and maintaining followership skill. No leader can be effective without good followers. Great leaders are also great followers.
Hours: 3

Honoring Boundaries

This block of instruction will define, identify and evaluate evidence of harassment. Participants will understand the organizational liability and supervisory responsibility; and will be able to develop steps to create an environment necessary to prevent harassment from occurring.
Hours: 3

Leadership Styles and Communication

Behavioral Analysis using The Presidential Method - (TPM) is based on Carl Jung's theory of psychological type. Through this system, managers, supervisors, and leaders will gain much insight into human nature and what causes people to behave the way that they do. Additionally, participants will be provided tools for assessing type and skills for facilitating communication, reducing conflict and building esteem.
Hours: 6

Legal Issues: Case Law Update and Supervisory Responsibility

This seminar provides insights on a range of personal and organizational responsibilities related to law enforcement supervision, with a special emphasis on supervisor liability. Additionally, students will receive a refresher in Arrest, Search and Seizure and Civil Rights Law.
Hours: 6

Managing Across Generations

This is the first time in history that four distinct generations are working alongside one another. Each generation brings its own worldview, value system, and communication style to the workplace. Learning to manage such a diverse group of people is a challenge. This course will explore supervisory and management techniques useful in leading diverse generational groups.
Hours: 6

Media Relations

This session will deal with the role of information, and the management of public relations through the media. Practical exercises will be used to develop skills for drafting press releases, holding press conferences and responding to Freedom of Information requests. Participants will receive training in effective "on-camera" techniques for interviews and related media events.
Hours: 6

Organizational Theory, Design and Leadership

This course will discuss the theoretical foundations of formal organizations. Included will be an analysis of strengths and weaknesses of bureaucratic institutions.
Hours: 3

Professional Writing

A course designed to enhance writing skills for police managers. It will include a basic review of grammar and syntax in commonly-experienced writing situations. This program will also utilize a number of practical exercises for effective writing in memoranda, reports and project assessments.
Hours: 3

Reset the Clock: Replace Liability with Credibility

This block of instruction will provide participants specific, practical advice on how to minimize the risks of day-to-day management; foster a harmonious working environment; and protect your departmental and personal assets.

Hours: 6

Role Identification and Transition

Role identification and expectations of first line supervisors, along with competencies of excellent supervisors, are covered in this block of instruction. Management, individual and subordinate expectations are all discussed.

Hours: 3

Servant Leadership

This session is presented as an informal group-discussion based on the concepts developed by the Robert K. Greenleaf Center for Applied Ethics. It will emphasize increased service to others, a holistic approach to work, promoting a sense of community and the sharing of power and decision-making.

Hours: 6

Statistics for Law Enforcement

A review of basic statistical tools commonly employed by law enforcement supervisors and managers. In order to make this a "real world" experience, problems will be representative of data that law enforcement managers use on a daily basis. Also, included in this course is a refresher of basic math skills.

Hours: 6

Stress Management

This session will examine the causes and psychological aspects of stress in the workplace, along with an exploration of management strategies. Topics include the unique characteristics of stress in a law enforcement environment, with particular emphasis upon the role played by law enforcement organizations.

Hours: 3

Team-Building (ROPES)

This experiential learning session focusing on cooperation, communication, and problem solving, uses a variety of tools, participants will have an opportunity to observe and practice some of the basic concepts of organizational efficiency.

Hours: 6

The Loudest Duck

This course will focus on diversity in all its myriad forms. Taught by Laura Liswood, the author of The Loudest Duck, the class will explore the subtle ways in which people react to those they perceive as different.

Hours: 3

Understanding Terrorism in the Middle East

Terrorism is among the most challenging problems facing law enforcement. This course will explore the causes and goals of terrorists with ideas for preventing terrorist attacks.

Hours: 3

Your Future in Police Supervision

This final session will focus on the challenges of police leadership from both a professional and personal perspective.

Hours: 1