



**INNOVATIVE
POLICING
SOLUTIONS**

LAW ENFORCEMENT TRAINING COURSE

COURSE TITLE:

FRONTLINE SUPERVISION

Leading 21st Century Policing

COURSE DESCRIPTION:

As the era of policing continues to evolve, 21st century police supervision and leadership is paramount. Frontline supervisors play major roles in police organizations and are held accountable for adhering to higher standards of excellent service. The decisions made by Frontline Supervisors are proven to have a positive or negative effect on the organization, employees and the community. It is important that current supervisors and those inspiring to become supervisors continue to enhance their knowledge, supervision and leadership skills to effectively move with change, lead their teams/programs and communities in the 21st century.

Police officers are asked to do more than ever before, with additional tools and responsibilities than their predecessors. The advent of the citizen journalist, body-worn cameras (BWC), and increase scrutiny have placed officers in an unenviable position throughout police agencies across the world. Beyond the work of police officers on the frontlines, the supervisors tasked with leading, supervising, and guiding these officers have an immeasurable number of responsibilities placed upon their shoulders as well.

We have witnessed numerous actions by law enforcement across the globe, and many of which have taken place here in the United States. Many of these actions have been examples of bad policing, criminal behavior, and in some cases outright bias actions. However, those of us in the policing community and many in the communities we serve know that these actions are the outlier, and most officers police with good intentions.

Across the profession there are multiple leadership training courses for police Executives. However, there is a dearth of training, specifically leadership training for frontline supervisors. The men and women at the tip of the spear guiding young and veteran officers through the challenges of policing in the 21st century. Across the country there are agencies deploying supervisors who are woefully unprepared for the demands of their role.

The LSAT model has been created by law enforcement for law enforcement. Gleaning over one hundred years of police supervisory experience and bringing it into the classroom environment to prepare our future and current frontline supervisors. The LSAT

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INFO**

training model offered by IPS provides a blueprint to protect agencies, the brand, and most importantly personnel. IPS provides an approach and pedagogy designed for the modern-day supervisor. Incorporating, experiential learning, visual aids, and innovative interactive platforms. The level of experience of our instructors, curriculum design and delivery methods provide a unique experience for attendees.



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To prepare for effective 21st educational program is law enforcement supervisors,

century police supervision, this designed for newly promoted those currently operating in

frontline supervisory roles and those inspired to become supervisors in the future. The course is an 8-hour block of instruction (1 Day) in length. Learners will be introduced to a wide range of relevant topics that impact and embrace frontline supervision strategies that are proven to be effective in 21st century policing. Learners will understand how to effectively lead from the front, mitigate challenges and improve efficiency within their organization.

COURSE SUBTOPICS:

- Organizational Culture & Change**
- Teamwork & Motivation**
- Interpersonal & Organizational Communication**
- Ethical Decision Making, Direct & Vicarious Liability**
- Leadership, Supervision, Accountability and Training (LSAT Model)**

KEY LEARNING POINTS:

ORGANIZATIONAL CULTURE & CHANGE

How to create a culture that increases morale where everyone thrives?

- Culture Eats Policy for Breakfast
- “The Organizational Destroyers” (Rumors & Gossip)
- Cultural Impacts on the Organization
- Cultural Impact on the Community
- Cultural Impact on Personnel
- Commitment to Change Leads to Cultural Transformation

TEAMWORK & MOTIVATION

How to build successful teams & increase motivation?

- Pros and Cons of Using Teams
- Informal & Formal Teams
- Primary Types of Teams
- Benefits of Teams
- Stages of Team Development
- Task vs. Maintenance
- Characteristics of High Performance & Low Performance Teams
- Motivation Theories

INTERPERSONAL & ORGANIZATIONAL COMMUNICATION

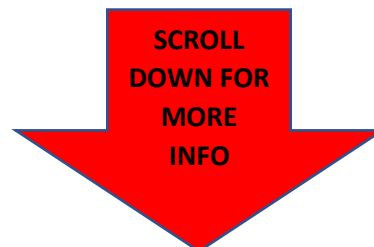
How to improve communication?

- Interpersonal Communication
- Etiquette
- Social Media

ETHICAL DECISION MAKING, DIRECT & VICARIOUS LIABILITY

The importance of making decisions to reduce exposure to direct & vicarious liability...

- Direct Liability vs. Vicarious Liability
- Understanding Ethical Decision Making
- Ethical Dilemmas
- The Framework



LEADERSHIP

What does police leadership look like?

- Historical notion of police supervision
- Leading officers in diverse communities
- Types of leadership
- Pillars of leadership
- The four I's of full range leadership

SUPERVISION

Police supervision in the 21st century

- Supervisory tools
- Supervisory expertise
- The power and responsibility of supervisors
- Primary skills to provide to your officers
- Leading and supervising by action

ACCOUNTABILITY

How can we ensure accountability in policing?

- Language matters
- Are we treating our subordinates and communities with equality?
- Accountability without alienation
- Senior officers vs. young officers
- Behavior does not happen in vacuum
- Evaluating officers

TRAINING

Training the modern-day police officer

- Training isn't always formal
- Are we teaching and demonstrating for our officers?
- Fear vs. Threat
- Real life experience still matters
- System 1 and System 2 thinking (Kahneman)
- What's your process?
- Priming officers
- Real Cases

COURSE MATERIALS:

Materials will be provided during check-in.

WHO SHOULD ATTEND:

Newly promoted law enforcement supervisors, current supervisors, leadership who have direct/indirect involvement in law enforcement decision-making from the frontline and individuals inspired to become supervisors in the future.

COURSE LOCATION:

TBA

COURSE DATES:

TBA

REGISTER ONLINE

www.innovativepolicingsolutions.net

COURSE LENGTH:

8 HOURS (1 Day)

LODGING INFORMATION:

TBA

TUITION/ REGISTRATION FEE:

\$225 Per Participant

FOR MORE INFORMATION

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