

Mastering Leadership Skills and Officer Performance

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Highlights

- Servant Leadership is brought to life with vivid examples of what has proven over time to serve as unchangeable successful leadership practices.
- Understand what your natural strengths and talents are and how to build upon them to be a more effective leader
- Gain an appreciation for what each generation brings to the workforce and how to leverage those strengths to achieve win-win solutions for employees and for the organization.
- Accept that power is best exercised by those who gain the willing participation of subordinates in the achievement of organizational goals.
- Realize that shared visions are a product of the adage that “all politics is local”, and that paradigms that challenge the status quo may appear to threaten local interests.
- Recognize the need for planning/training and embrace the fact that law enforcement is a fluid environment that requires a flexibility approach to time management principles.
- Acknowledge that only with ethical leadership can organizations, relationships with the public, and self-actualization of first responders find a path to success.



Public Agency Training Council

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Indianapolis, Indiana 46241

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Fax: 317-821-5096

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Visit us on the Web at:

www.patc.com

March 25, 26 & 27, 2019 • Humble, TX (Houston, TX Area)

Public Agency Training Council

Mark Waterfill, Director

National Criminal Justice
Public Safety Continuing Education



Sponsored By:
Humble ISD Police Department
Humble, Texas

TCOLE CREDIT WILL BE GIVEN TO EACH ATTENDEE

Training Seminar Mastering Leadership Skills and Officer Performance

Instructor:
Stephen T. Smith,
B.A., M.Ed., Ed.S.-Org Ldrshp, USMC, FBI Ret.

Stephen Smith enlisted in the Marine Corps in 1981, and rose through the ranks to Captain of Marines. He earned his B.A. at San Diego State University where he also led the NROTC unit as the Midshipman Battalion Commander and was the first graduate of the SDSU NROTC Unit in 1985. He earned a meritorious promotion to the rank of Corporal and provided first line supervision at 4th Tanks in San Diego and later as an artillery officer in Okinawa. He established a Security Force at Naval Amphibious Base, Little Creek, VA where he received the Navy Achievement Medal before accepting an appointment as a Special Agent of the FBI in 1990. From 2005 to 2009 he taught Leadership topics to first line and senior police executives attending the FBI's National Academy (FBINA) course at Quantico, while also presenting at the International Law Enforcement Academy (ILEA) at Budapest, Hungary. He has also presented on Leadership to FBINA re-trainers at Toronto, Canada, St. Kitts in the Caribbean, and at venues all over CONUS. In his spare time, he earned a post-master's degree as an Education Specialist with a specialization in Organizational Leadership from Northcentral University. In 2009 he accepted an office of preference move to the Spartanburg, SC resident agency of the FBI where he led an Organized Crime Drug Enforcement Task Force (OCDETF) until his retirement from the FBI in March of 2016 with 26 years of service. Stephen remains committed to lifelong learner concepts with a primary research focus in the areas of leadership, ethics, personality, and emotional intelligence.

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Register online at: www.patc.com

Mastering Leadership Skills and Officer Performance

About This Course

While some individuals appear to be born leaders gifted by a combination of personality traits, physical characteristics, and a nurturing environment, real and effective leaders come from all walks of life and socio-economic backgrounds. The Marine Corps is famous for having recruited, tested, developed, and deployed leaders for over 200 years with success in providing first line supervision from the shores of Tripoli to the tribal areas of rural Afghanistan from a diverse American public whose only common trait was their desire to serve a cause greater than themselves. Similarly, law enforcement leaders have risen from the ranks by being mentored by senior law enforcement leaders who helped them to find their voice and to express a vision of servant leadership that has made American law enforcement the most effective and democratic model of policing the world has ever known. This course draws upon best practices of first line supervisors from various walks of life to prove that leadership excellence is attainable for today's first responders in public service willing to challenge themselves to lead others from the front.

Course Objectives

At the completion of this course, class participants will:

- Understand what true leadership resembles in a real-world environment.
- Gain an understanding of their own strengths and weaknesses via the DISC personality assessment, while learning to appreciate others' unique capabilities and growth areas.
- Recognize how different generations of Americans desire to be led in the workplace.
- Appreciate the appropriate use of power in providing first line supervision in policing.
- Assess their own roles in how they intend to inspire a shared vision within their units.
- Recognize how paradigms have both aided and thwarted change initiatives throughout time and in unexpected manners.
- Learn that the concept of time management is fine as a starting point towards organizing resources, but remains the most fluid of concepts in the ever-changing and oftentimes unpredictable world of law enforcement and criminal justice.
- Leave this course with a renewed commitment to the importance of both adhering to and providing an environment dedicated to ethical leadership of ourselves, our subordinates, the communities we serve, and of our families that support us in this, one of the most demanding and rewarding of professions we in policing knowingly refer to as "The Thin Blue Line".

Seminar Agenda Mastering Leadership Skills and Officer Performance

March 25, 26 & 27, 2019 • Humble, TX (Houston, TX Area)

Monday, March 25, 2019

- 8:00 a.m.—8:30 a.m. **Registration**
- 8:30 a.m.—10:00 a.m. Universal Practices of Leaders
- 10:00 a.m.—12:00 p.m. DISC Personality Assessment
- 12:00 p.m.—1:00 p.m. **Lunch (On Your Own)**
- 1:00 p.m.— 3:00 p.m. DISC Continued
- 3:00 p.m.—4:30 p.m. Practical Exercise /Overcoming Adversity

Tuesday, March 26, 2019

- 8:00 a.m.—10:00a.m. Generations – Challenges and Opportunities
- 10:00 a.m.—12:00 p.m. Power – How to Gain and Maintain Respect
- 12:00 p.m.—1:00 p.m. **Lunch (On Your Own)**
- 1:00 p.m.—3:00 p.m. Inspire a Shared Vision
- 3:00 p.m.—4:30p.m. Paradigms – A Pathway to Effective Change

Wednesday, March 27, 2019

- 8:00 a.m.—10:00 a.m. Time Management – A Flexibility Approach
- 10:00 a.m.—12:00 p.m. Ethical Leadership – The Only Path to Success
- 12:00 p.m. **Certificate Presentation**

Cut Along Dotted Line

3 Ways to Register for a Seminar!

1. **Register Online** at www.patc.com — Yellow link in upper left corner
2. **Fax Form** to Public Agency Training Council **FAX: 1-317-821-5096**
3. **Mail Form** to

Public Agency Training Council
5235 Decatur Blvd
Indianapolis, Indiana 46241

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***** Pre-payment is not required to register *****

Upon receiving your registration we will send an invoice to the department or agency.

Checks, Claim Forms, Purchase Orders should be made payable to:

Public Agency Training Council

If you have any questions please call
317-821-5085 (Indianapolis)

800-365-0119 (Outside Indianapolis)



Seminar Title: Mastering Leadership Skills and Officer Performance

Instructors: Stephen T. Smith

Seminar Location: Humble ISD Police Department, Building E
1703 Wilson Road
Humble, Texas 77936

When: March 25, 26 & 27, 2019

Registration Time: 8:00 A.M. (March 25, 2019)

Hotel Reservations: Baymont by Wyndham Houston
18032 McKay Drive
Humble, Texas 77338
1-281-446-0343
Call Hotel For Current Rates (plus tax)

Registration Fee: \$350.00 Includes Mastering Leadership Skills & Officer Performance Course Material, the DiSC®, Coffee Breaks, and Certificate of Completion.

**Seminar ID
#16172**

Note: To receive special room rates, please identify yourself with **Current Rates**

Names of Attendees 1. _____

2. _____

3. _____

4. _____

Agency _____

Invoice To Attn: _____
(Must Be Completed)

Address _____

City _____ **State** _____ **Zip** _____

Email _____

Phone _____

Fax _____