

# Training Conference

March 8-11, 2021

## Gatlinburg, Tennessee

Location: Gatlinburg Convention Center

Course Name	Start	End	Fee
Forensic Pathology for Investigators	March 8	March 9	\$350
Supervising and Managing the FTO Unit	March 8	March 9	\$350
Leadership for Troubling Times	March 10	March 11	\$350
Covert Surveillance	March 10	March 11	\$350
Identifying Implicit-Explicit Bias	March 10	March 11	\$350
Cold Case	March 10	March 11	\$350
Active Shooter	March 10	March 11	\$350

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# Public Agency Training Council

Mark Waterfill, President



National Criminal Justice  
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**Nampa Police Department**  
Nampa, FL

Training Seminar

# Leadership Institute For First Line & New Supervisors

Instructor:  
**Darryl Rivers**

Darryl L. Rivers is a national human behaviors, communication, and leadership speaker and trainer. To accompany his 24 years of government service in both the U.S. Military and as a Law Enforcement professional, he is a psychology major with multiple certifications in human behavioral analytics, emotional intelligence, neuro-linguistic programming, accelerated learning, and he is a communications and body language expert. He has extensive policing, street investigations, UC/Surveillance, and felony apprehension experience from his time with the Detroit Police Department. His law enforcement experience was extended in the State of Arizona where he functioned as a Detective, a Sergeant, a Lead Special Agent of the States Tobacco Enforcement Unit (Office of The Attorney General), and a Hostage Negotiator. After his retirement from Law Enforcement, Darryl started his own speaking and training business called "The L.E.A.D. Company." One of the assignments he has been revered for is his work with the Arizona Department of Economic Security. There Darryl was contracted to engineer the creation of an internal security unit. He was hired to recruit, interview, hire, train, create policy, and supervise the statewide unit covering over 200 individual locations, while maintaining his other clients from all across the nation. Darryl has established himself as a sought after public speaker and trainer in both government and business circles. He is an Executive Director with the worlds largest leadership training company, "The John Maxwell Team," and is mentored by John Maxwell himself. He has a unique, humorous, yet intellectual delivery to his trainings that puts him in high demand across the nation. He is a highly decorated professional with multiple award to include: Officer of the Year, Life Saving, multiple Meritorious Citations, Multiple Letters of Commendation, Chiefs Excellence Award, Spirit of Detroit Award, and The Police Cross for being injured in the line of duty. To top it off, he received the departments highest honor, The Medal of Valor for rescuing eleven hostages. He is a dynamic presenter, but most importantly he is a cops cop!

**February 8, 9, 10, 11 & 12, 2021**  
Nampa, FL

Register online at: [www.patc.com](http://www.patc.com)

# Leadership Institute for First Line & New Supervisors

## Course Objectives:

Leadership is influence. Each of us has the power of influence. Becoming a leader you must recognize the potential in others, not to mention yourself. Accepting a new leadership position can be the most demanding and yet receive the least training. It is Mike's hope to share some innovative ideas to help in day-to-day operations from the supervisors role in a vehicle pursuit, to making critical decisions at the crime scene. In the spirit of Community Policing, it is important that we decipher the mission and vision of the organization and the real time impact it has on future leadership.

**Digital Destiny:** The TV show "CSI" has given the public a false sense of what we really can do with criminal activity. However, there are some innovative digital ideas that has taken crime solving to a new level. During the time allotted we will talk about innovative digital ideas that can move your agency forward.

**Innovative Ideas About Leadership:** During the time allotted, we will discuss points to emphasize the Role of Leadership, and innovative theories of understanding people. One day you're one of the guys, the next, you're promoted. This is a tough adjustment to make. We will spend some time understanding what is needed to make this critical transition.

**Confronting The Problem Employee:** Regardless of the size of the organization, there will always be people who are hard to deal with or motivate. During this session we will uncover some innovative strategies in confronting this person without transferring them.

**First Line Risk Management:** As a leader we must take an affirmative role in training our people. During this period, we will discuss the cost of *not* training or monitoring our personnel. In addition, we will discuss the 12 Critical Tasks that can reduce your liability risk.

**Organizational Stress:** How are you dealing with stress? We have to bring the fun to work and during this period we will discuss this strategy. People don't leave bad organizations, they leave bad leaders. Let's keep the stress down.

**Accountable Leadership:** Every supervisor in the organization has a responsibility to make sound decisions that benefit the citizens and the organization. During this period, we will discuss the COMPSTAT program and how it relates to Accountability. In addition, we will discuss what it takes to be an effective critical decision maker and taking responsibility for those decisions.

**Real Time Leadership:** In today's world the need to have things instantaneous has caused a shift in leading, as it relates to business. Critical issues involving day-to-day operations will cause leaders to speed up the learning curve in order to tackle these tough issues. During this period, we will discuss maintaining a positive work environment in which the truth can be told, core competencies of a leader, work assignments, and rotating personnel and transfers.

**The Value of Performance Evaluations:** Many of us are told that we have to write a performance evaluation on our employees, but have never been trained how to do so. It is our hope to show police organizations that performance evaluation will not work unless there is an organizational commitment. Each employee should know his or her performance is being measured.

**Strengths-Based Performance:** Too often we capture an employee's weakness and then ask him or her to work harder in these areas. Studies have proven that an employee's real success relies on identifying his or her strength. During the time allotted, we will reveal supporting evidence of looking at an employee's strength to increase performance.

**Performance Expectations:** During this period, we will discuss the need to clarify expectations and how to assist the employee in goal setting. If the employee does not understand the evaluation criteria then it will be difficult to know his or her success and areas of improvement. Additionally, it is our hope to demonstrate the value of an evaluation that mirrors the agency mission and vision for the organization.

**Making Your Rating Defensible:** Like most work product in written form, it could be subjected to legal scrutiny. We must make our ratings defensible if they are challenged. During this period we will reveal the importance of documentation.

**Performance Review:** Invariably the question will arise, When do I have time to complete my employees evaluation? During this period, we will show why we can not afford not to complete a thorough assessment of all our employees.

# Seminar Agenda Leadership Institute for First Line & New Supervisors February 8, 9, 10, 11 & 12, 2021

**February 8, 2021**  
8:00 a.m.—8:30 a.m.  
8:30 a.m.—12:00 p.m..

Registration  
**Digital Destiny**  
• Educating the Workforce Through Technology  
• Staying Current on Crime Fighting Tools

**Innovative Ideas About Leadership**  
• Workforce 2010  
• Making the Leap from Peer to Supervisor  
• Ethics

12:00 p.m.—1:00 p.m.  
1:00 p.m.—4:00 p.m.

Lunch (On Your Own)  
**Different Generations in the Workplace**  
• Generations Next—Can We Train Them?  
• 7 Point Retention Plan

4:00 p.m.—5:00 p.m.

**Dealing with Problem Behavior**  
• Written Expectations  
• Holding Subordinates Accountable

**February 9, 2021**  
8:00 a.m.—12:00 p.m.

**First Line Risk Management**  
• 12 Critical Tasks to Reduce Liability  
• Active Resistance/Aggression Policy  
• 6 Layers of Liability Protection

12:00 p.m. - 1:00 p.m.  
1:00 p.m. - 5:00 p.m.

Lunch (On Your Own)  
**Accountable Leadership**  
• Day-to-Day Operations  
• Making Decisions  
• Case Studies—One Voice Leadership

**February 10, 2021**  
8:00 a.m. - 9:00 a.m.

**Organizational Stress**  
• What are Some Root Causes  
• The Stress of Leading  
• Youth in Supervisory Positions  
• Pike's Peak Performance

9:00 a.m.—12:00 p.m.

**Leaving a Legacy**  
• Level 5 Leadership  
• Can You Handle the Truth?  
• Stockdale Paradox

12:00 p.m. - 1:00 p.m.  
1:00 p.m. - 2:30 p.m.

Lunch (On Your Own)  
**The Value of Performance Evaluations**  
• Organizational Commitment  
• Mission and Vision  
• How Productive Are We?  
• Job Descriptions- The Impact on Performance

2:30 p.m. - 5:00 p.m.

**Strengths-Based Performance**  
• Breaking Through Performance Myths  
• How Well Do We Get Along?  
• Identifying Strengths

**February 11, 2021**  
8:00 a.m. - 10:00 a.m.

**Performance Expectations**  
• Clarifying Expectations and Setting Goals  
• Getting Input From Employees  
• Three Key Performance Areas  
• Explaining the Rating Categories

10:00 a.m. - 12:00 p.m.

**Understanding the Evaluation Process**  
• Setting the Stage for the Performance Review  
• Three Key Ways to Prepare Yourself  
• The Role of the Evaluator  
• Is There One Best Rating Scale to Use?

12:00 p.m. - 1:00 p.m.  
1:00 p.m. - 2:00 p.m.

Lunch (On Your Own)  
**Making Your Rating Defensible**  
• Documenting The 12 Critical Tasks on Reviews  
• Avoiding Legal Pitfalls - Document, Document, Document

2:00 p.m. - 5:00 p.m.

**Writing Review Scenarios**  
• Phrasing That Captures Your Concerns  
• Step-By-Step Approach to Achieving a Successful Evaluation Review  
• Making Sure Your Numbers Match the Words

**February 12, 2021**  
8:00 a.m. - 12:00 p.m.

**Promotional Prep**  
• Developing the Next Supervisor  
• Test Taking Strategies  
**Certificate Presentation**

## 3 Ways to Register for a Seminar!

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

<b>Public Agency Training Council</b> 2230 Stafford Road, STE 115, PMB 379 Plainfield, IN 46168
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\*\*\* Pre-payment is not required to register \*\*\*

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**Seminar Title:** Leadership Institute for First Line & New Supervisors

**Instructor:** Darryl Rivers

**Seminar Location:** Nampa Police Department  
820 2nd Street South  
Nampa, ID 83651

**When:** February 8, 9, 10, 11 & 12, 2021

**Registration Time:** 8:00 A.M. (February 8, 2021)

**Hotel Reservations:** Holiday Inn Express  
4104 E Flamingo Ave  
Nampa, ID 83687  
1-208-466-4045  
Contact Hotel for Current Rate (plus tax)

**Registration Fee:** \$525.00 Includes Leadership Institute for New and First Line Supervisors Course Material, and Certificate of Completion.

**Seminar ID**  
**#17488**

**Names of Attendees** 1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

**Agency** \_\_\_\_\_

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