



**CENTER FOR POLICE LEADERSHIP  
AND  
POLICE DEPARTMENT**

## **Leadership Essentials for Contemporary Law Enforcement**

### **Seminar Overview**

**A** demanding public...changing workforce values...diversity...shrinking budgets...evolving technology...liability...community policing...problem-solving... The combination can be overwhelming for law enforcement agencies steeped in a command and control tradition and rooted in bureaucratic structure.

The reality of contemporary policing is that the definition of effective performance has not only changed, but is continuously changing. Rather than simply enforcing the law, success is based upon meeting community needs, doing more with less, engaging in collaborative approaches, and complying with community sensibilities in the process. Clearly, the only manner in which police agencies can meet these performance requirements is to fully develop and release the potential of the workforce while creating a culture of accountable autonomy.



*For sworn and civilian supervisors and managers and those who aspire to promote to supervisory ranks.*

**Leadership Essentials** focuses upon the development of the leadership and interpersonal influence skills required to create and sustain peak performance while developing employees to their full potential. Recognizing the weakness of many leadership programs that take a singular approach to this complex topic, **High Impact Leadership** takes a multidimensional approach that builds a ground-up framework for effective leadership. To accomplish this, the program examines the role of a leader's personal values and characteristics; methods for producing a motivating climate of respect and achievement; skills required for effective interpersonal influence; and mechanisms for developing the desired outcomes of leadership—organizational effectiveness through employee commitment, growth, and self-esteem. Most importantly, while grounded in contemporary leadership theory, transferability to the workplace is emphasized. To that end, the course utilizes a variety of adult-learning techniques (video & written case studies, individual & group exercises) and includes an array of personal assessment instruments that together create a Personal Leadership Profile for participants to use in the development of their leadership skills.

In the end, **Leadership Essentials** develops participants' ability to positively influence their employees so as to move them from good to great, inspire peak performers to even greater productivity, tap into people's hidden strengths, prevent problems before they happen, and use proven approaches to convert problem employees into productive employees.

### **Program Highlights**

Leadership in Contemporary Policing

- ◆ New Leadership for the New Policing
- ◆ Understanding and Shaping the Police Culture
- ◆ The Leadership Process Model

Personal Factors in Leadership

- ◆ Effective Leaders: Values, Characteristics, Attitudes

Environmental Factors in Leadership

- ◆ Creating a Positive, Results-Driven Climate
- ◆ Establishing Credibility and Trust
- ◆ Developing a Culture of Respect and Achievement

Interpersonal Factors in Leadership

- ◆ Power: Developing & Deploying One's Influence
- ◆ Leadership Style Flexibility and Effective Adaptation
- ◆ Leadership: The Situational Approach for Law Enforcement

Leadership Outcomes

- ◆ Accountable Autonomy: Balancing Freedom and Control
- ◆ Effectiveness, Motivation, Self-Esteem, Job Satisfaction

Advanced Skills-Building

- ◆ Video Case Studies: Segments from Gladiator, Apollo 13, U571
- ◆ Leadership Style Assessment Instruments
- ◆ Personal Leadership Profile and Development Plan

### **Primary Instructor**

Richard J. De Paris, Ph.D., Center Director

A former police commander and organizational specialist who consults with law enforcement agencies nationwide, Rich holds a Ph.D. in Public Administration with specialization in Organizational Leadership and Management.



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*Bridging Theory and Practice*