

Meeting the Leadership Challenges of Law Enforcement “First Line Supervision”

Instructor:

Lieutenant Sean Carroll is a decorated veteran of a capital city Police Department with over 400 members, who currently serves as a Shift Commander in the Patrol Bureau. He has accumulated a unique wealth of experience in various positions over the past 22 years. His rare combination of street and investigative experience, together with an extensive educational and training background, provide the foundation for his expertise and give his presentations an exceptional level of credibility.

Sean enjoys sharing a quick wit and laid back sense of humor with his audiences which makes his classes both memorable and entertaining. He is passionate about helping to develop the next generation of law enforcement leaders and it shows in his energetic teaching style.

Sean has numerous advanced level certifications in a wide range of topics as well as a Bachelor's degree in Criminal Justice Studies from Roger Williams University (RI), where he enjoys being an adjunct Criminal Justice professor, and a Master's degree in Criminal Justice from Boston University (MA). He is a proud veteran of the United States Marine Corps and a football quarterback coach as well.

Sean has successfully trained many students over the years as he continues to do what he is passionate about – coaching and mentoring emerging leaders.

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February 15, 16 & 17, 2022 • Columbus, Ohio



Legal & Liability Risk Management Institute



Sponsored By:

Columbus Police Department

Columbus, Ohio

James R. Alsup, *Director*

This seminar qualifies for Course 1 of the 3 Course Leadership Certification Program by the FBI National Academy Associates Inc., FBINAA. More information at fbinaa.org.

Training Seminar

Meeting the Leadership Challenges of Law Enforcement “First Line Supervision”

Instructor:

Sean Carroll, Lieutenant

February 15, 16 & 17, 2022

Columbus, Ohio

Register On-Line At: www.llrmi.com



Meeting the Leadership Challenges of Law Enforcement "First Line Supervision"

Course Description

First Line Supervisor promotions typically go to high performers, but "what got you here won't get you there." The promotion gives them a new job with increased responsibilities, but they're doomed to fail without the proper skills required to lead and manage a team successfully. Fortunately, science has proven that leadership can be learned. That is exactly why the "**Mastering Leadership**" course was created - to help newly promoted supervisors successfully transition into their new role through a unique learning experience that combines classical organizational theory with cutting edge research and realistic training. The course culminates in a comprehensive, scenario-based leadership exercise that builds confidence and accelerates mastery of the subject matter by allowing learners to apply the concepts effectively to a variety of problems commonly faced by new supervisors. By the end of this course, learners will be able to avoid the growing number of pitfalls within the realm of public safety while confidently leading themselves, coaching their teams and becoming valuable Leader-Producers for their organizations.

Course Objectives

- Discover your personal leadership style and identity
- Master the fundamental principles of effective leadership and efficient management
- Understand the value of awareness, antifragility, and adaptability as a leader
- Communicate clearly and confidently up and down the chain of command (and externally as well)
- Learn the nuances of successfully leading a multi-generational team
- Manage and resolve conflicts both from within and outside of the organization
- Navigate liability and other legal issues successfully
- Recognize warning signs in your officers' behavior to prevent problems and enhance officer wellness
- Successfully transition from a high performing officer to a valuable Leader-Producer through mastery of the concepts in numerous practical application exercises

Seminar Agenda Meeting the Leadership Challenges of Law Enforcement "First Line Supervision"

February 15, 16 & 17, 2022 • Columbus, Ohio

Tuesday, February 15, 2022	Internal Leadership
8:00 a.m. – 8:30 a.m. 8:30 a.m. – 9:00 a.m. 9:00 a.m. – 12:00 p.m.	Registration Welcome and Introduction Leadership Identity Exercises • Discover Your Leadership Style and Identity • Guardian and Warrior Archetypes Lunch (On Your Own) Effective Leadership Principles • Learn How to Develop and Coach Your New Team • Traits and Roles of All Effective Leaders Antifragile Leadership Model • Definition/Importance of Becoming an Antifragile Leader • "A.I.O." Mindset (Leader Adaptability) 3 Types of Awareness and the Value of "Ego Inoculation"
12:00 p.m. – 1:00 p.m. 1:00 p.m. – 3:00 p.m.	
3:00 p.m. – 4:00 p.m.	
4:00 p.m. – 5:00 p.m.	
Wednesday, February 16, 2022	External Leadership
8:00 a.m. – 10:00 a.m.	Communication For Effective Leaders • First and Most Important Step In Leading a Team • Commander's Intent • The "WHY" • How to Build and Coach Your Team • 5 Universal Truths of Communication • Value and Importance of Debriefs (Formal and Informal) Intergenerational Leadership Principles For Supervisors in the New Millennium • Leading Team Members Older Than/Senior to You • Leading Team Members Younger Than/Junior to You • Enigma of Leadership (How to "Serve 2 Masters") • Inter-Generational Communication Differences Conflict Management For Supervisors • Dealing With Disgruntled Toxic or "Problem" Team Members • Performance Reviews (Unscheduled) and Performance Assessments (Scheduled) • Documenting Discipline • "Bowling Bumpers" • "Knock It Off" Talks Lunch (On Your Own) Vicarious Liability and Legal Issues • High Liability Issues • Vicarious Liability • Harassment • Handling Complaints Against Your Officers • Fallacy of "Street Language" and Legitimacy • "Dust 'Em Off" Talks to Recap an Event • Deliberate Indifference • Kicking the Can Stress, Critical Incident Responses and Officer Wellness For Supervisors • Officer Involved Incident Response • Understanding the Human Reaction to Stressful Events to Best Help Your Officers
10:00 a.m. – 11:00 a.m.	
11:00 a.m. – 12:00 p.m.	
12:00 p.m. – 1:00 p.m. 1:00 p.m. – 3:00 p.m.	
3:00 p.m. – 5:00 p.m.	
Thursday, February 17, 2022	Leadership Transformation
8:00 a.m. – 10:00 a.m.	The Higher Calling of Leadership - Becoming a Leader-Producer • Mentoring Junior Officers and Emerging Leaders • Developing Your Officers as Individuals AND as a Team • Don't Give Them a Fish, Teach Them How To Fish! Tips For A Successful Transition To Supervisor • Top Tips From Current and Former Law Enforcement Leaders (Real "Secrets to Success" From Leaders Ahead of You on the Leadership Path) Lunch (On Your Own) Leadership Fundamentals Review • Comprehensive Practical Application Exercise to Develop Mastery of Leadership Principles/Techniques in This Course Evaluations and Feedback Final Review and Certificate Presentation
10:00 a.m. – 12:00 p.m.	
12:00 p.m. – 1:00 p.m. 1:00 p.m. – 3:00 p.m.	
3:00 p.m. – 4:00 p.m. 4:00 p.m. – 5:00 p.m.	

Cut Along Dotted Line

3 Ways to Register for a Seminar!

Ways to Register

1. **Register Online:** www.llrmi.com



2. **Fax Form:** 317-386-8228

3. **Mail Form to:**

Legal & Liability Risk Management 700 N. Carr Rd., # 595 Plainfield, Indiana 46168 Federal ID: 81-0692135
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If you have any questions please call

317-386-8325

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

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

Seminar Title:	Meeting the Leadership Challenges of Law Enforcement "First Line Supervision"	Seminar ID #15717
Instructor:	Sean Carroll	
Seminar Location:	Columbus Police Training Academy 1000 North Hague Avenue Columbus, Ohio 43204	Note: To receive special room rates, please identify yourself with LLRMI/Group Code: 2455132
When:	February 15, 16 & 17, 2022	
Registration Time:	8:00 a.m. (February 15, 2022)	
Hotel Reservations:	Drury Inn & Suites/Columbus Convention Center 88 East Nationwide Blvd Columbus, Ohio 43215 1-800-325-0720 \$95.00 Single or Double (plus tax)	
Registration Fee	\$325.00 Includes Meeting the Leadership Challenges of Law Enforcement "First Line Supervision", Printed Training Manual and Certificate of Completion.	

Names of Attendees 1. _____
 2. _____
 3. _____
 4. _____

Agency _____

Invoice To Attn: _____
 (Must Be Completed)

Address _____

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

Email _____

Phone _____ **Fax** _____