



# Every Officer is a Leader 2021 Program Information



These **FREE programs** are provided by the International Association of Directors of Law Enforcement Standards and Training (IADLEST) for **POLICE OFFICERS ONLY**.

**Attention: Please read the full course descriptions to ensure you're enrolling in the correct program.**

All classes will be held at the **Public Safety Education & Training Center, 6852 4th St, Sykesville, MD**. **All classes will begin each day promptly at 8:00AM and conclude at 4:00PM, with a 30-minute break for lunch.** It is strongly recommended that participants bring their lunch.

Client Agencies must contact their training coordinators to enroll via [training.mdle.net](http://training.mdle.net). Non-client and out-of-state agencies can email [signed registration form](mailto:signed_registration_form) to [Katie.Johnson@maryland.gov](mailto:Katie.Johnson@maryland.gov) to enroll. Client agencies are Maryland certified agencies under regulated authority of the Maryland Police and Corrections Training Commissions (MPCTC). **Deadline for registration is October 8, 2021.**

If the roster is full, interested students can email a [signed registration form](mailto:signed_registration_form) to [Katie.Johnson@maryland.gov](mailto:Katie.Johnson@maryland.gov) to be added to the wait list.

If lodging is needed, a limited number of dormitory-style rooms are available on campus for \$25.00 a night per person. Interested persons should review and submit a [Lodging Reservation Request](#) to the contact listed on the form. It is suggested that reservations be made as early as possible. There are several hotels ~15 minutes from campus as well, in the Owings Mills area.

Questions regarding registration can be directed to [Katie.Johnson@maryland.gov](mailto:Katie.Johnson@maryland.gov); Questions regarding course content should be directed to [Maryann.Foxwell@maryland.gov](mailto:Maryann.Foxwell@maryland.gov).

**Click the name of the program to see the full course details:**

**Executive Training** – Sunday, October 24th – Monday, October 25th, 2021

The target audience for this program is **law enforcement agency middle management and executives**.

**Train the Trainer** – Tuesday, October 26th – Friday, October 29th, 2021

The target audience for this program is **law enforcement TRAINERS designated by their agency**.

**Line Officer Training** – Thursday, October 28th – Friday, October 29th, 2021

The target audience for this program is **first-line law enforcement officers and first-line supervisors**.

# Every Officer is a Leader - Executive Training

**Attention: This course runs SUNDAY to MONDAY**

This FREE program is provided by the International Association of Directors of Law Enforcement Standards and Training (IADLEST) for POLICE OFFICERS ONLY. **The target audience for this program is law enforcement agency middle management and executives.**

**About the Training:** Today, the role of police is evolving to encompass broader areas of influence, from local community problems to global issues. The impact an officer can have on a community goes far beyond arrest and prosecution of criminals. The focus has become more on change leadership, change management, public trust, competence, problem solving, analysis, and collaboration among community groups and other police agencies. Police work and police responsibilities are more thoroughly viewed under aspects of legitimacy. There are close links between these kinds of requirements and high expectations from the public whose police service - both the whole organization and the individual officer - should have a problem-oriented approach, act in accordance with the situation, in an anticipative, competent way and with a sense of social responsibility. One powerful way to prevent inefficient management and ineffective leadership from occurring at the supervisory and managerial levels is to instill leadership competence as a required competency in front line officers, so that when they are promoted, they already have been developing their leadership capacity for years.

Executive and middle management personnel who attend this course will receive courses that promote the ideals and goals of achieving leadership competency throughout the agency. It will help them to understand the shift in leadership philosophy.

**Topics will include:** Practicing Specific Skills Makes Professional Leaders; How Long Does it Take to Develop all of the Skills?; From Good to Great!; Take the Skills Home and You Will Bring Them Back to Work; Challenging and Conflict Management; Coaching Skills for Problem and Opportunity Management; Facilitating Individuals and Teams; Evaluation of Skills Development and Continuous Improvement Team Model.

All participants will receive a Student Manual and an electronic copy of the textbook the course is based on.

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# Every Officer is a Leader - Train the Trainer

This FREE program is provided by the International Association of Directors of Law Enforcement Standards and Training (IADLEST) for POLICE OFFICERS ONLY. **The target audience for this program is law enforcement TRAINERS designated by their agency.**

**About the Training:** Today, the role of police is evolving to encompass broader areas of influence, from local community problems to global issues. The impact an officer can have on a community goes far beyond arrest and prosecution of criminals. The focus has become more on change leadership, change management, public trust, competence, problem solving, analysis, and collaboration among community groups and other police agencies. Police work and police responsibilities are more thoroughly viewed under aspects of legitimacy. There are close links between these kinds of requirements and high expectations from the public whose police service - both the whole organization and the individual officer - should have a problem-oriented approach, act in accordance with the situation, in an anticipative, competent way and with a sense of social responsibility. A common refrain found in the research and practice is that leadership competence – as opposed to incompetence - is necessary. One powerful way to prevent inefficient management and ineffective leadership from occurring at the supervisory and managerial levels is to instill leadership competence as a required competency in front line officers, so that when they are promoted, they already have been developing their leadership capacity for years.

**Topics will include:** Self-Management Skills; Communication Skills; Coaching Skills; The Skills of Versatility; Observing Skills; Suspending Skills to Temporarily Suspend Judgements; Emotions and Premature Advice; Questioning Skills for the Appropriate Gathering of Information; Listening Without Distorting or Interrupting; Challenging and Conflict Management; Continuous Improvement Team Model to both Executives and Line Personnel. **Students will then practice-teach in the Line-Officer class held over the following 2 days.**

Participants will receive all supporting materials needed to teach the “Every Officer is a Leader” curriculum and an electronic copy of the textbook the course is based on.

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# Every Officer is a Leader - Line Officer Training

This FREE program is provided by the International Association of Directors of Law Enforcement Standards and Training (IADLEST) for POLICE OFFICERS ONLY. **The target audience for this program is first-line law enforcement officers and first-line supervisors. PLEASE NOTE: First Line Officers will be given registration preference so please NOTE YOUR RANK upon registration.**

**About the Training:** Today, the role of police is evolving to encompass broader areas of influence, from local community problems to global issues. The impact an officer can have on a community goes far beyond arrest and prosecution of criminals. The focus has become more on change leadership, change management, public trust, competence, problem solving, analysis, and collaboration among community groups and other police agencies. Police work and police responsibilities are more thoroughly viewed under aspects of legitimacy. There are close links between these kinds of requirements and high expectations from the public whose police service - both the whole organization and the individual officer - should have a problem-oriented approach, act in accordance with the situation, in an anticipative, competent way and with a sense of social responsibility. A common refrain found in the research and practice is that leadership competence – as opposed to incompetence - is necessary. One powerful way to prevent inefficient management and ineffective leadership from occurring at the supervisory and managerial levels is to instill leadership competence as a required competency in front line officers, so that when they are promoted, they already have been developing their leadership capacity for years.

**Topics will include:** Self-Management Skills, Communication Skills; Coaching Skills; The Skills of Versatility; Observing Skills; Suspending Skills to Temporarily Suspend Judgments; Emotions and Premature Advice; Questioning Skills for the Appropriate Gathering of Information; Listening Without Distorting or Interrupting; Challenging Conflict Management and Continuous Improvement Team Model.

Participants will receive a Student Manual and an electronic copy of the textbook the course is based on.

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