



An interactive, five-day (40 hours)  
workshop designed to address  
The Sergeants' Role

**As Follower & Leader**

**In Day-To-Day Operations**

**In Financing & Budgeting**

**In People Management**

**In Community & Media Relations**

**TUITION**

\$500 for the 5-day program; includes all  
course materials. Please check with our  
office for multiple-registration discounts.

**TO REGISTER AND PAY YOUR TUITION**

Register On Line At:

<http://www.theresultsgroupltd.com>

You May Use Your Credit Card To  
Pay On Line



**WHO SHOULD ATTEND**

The Sergeants' Academy is structured  
for candidates for promotion and those  
who are already First Line Supervisors  
in Public Safety agencies.

In addition, non-sworn candidates for  
promotion or those who are already First  
Line Supervisors are  
encouraged to attend.

**YOUR INSTRUCTOR**

Stephen L. Kent, founder and president of The Results Group, Ltd. has  
more than 30 years management, training and facilitation experience. As a  
management consultant, he specializes in helping organizations design  
and implement programs to improve personal and organizational effective-  
ness. Steve is a dynamic speaker who is known for his straight talk that  
gets right to the heart of key issues.



# The Sergeants' Academy

**TRAINING SITE**

**Mount Vernon Police Department**  
1805 Continental Place—Mount Vernon, WA 98273

**HOST AGENCY**

**Mount Vernon Police Department**

**DATES**

**October 17—21, 2022**

**CLASS TIMES**

**0800 hours—1700 hours**  
(with breaks and one hour for lunch)

**AMONG THE MANY THINGS YOU WILL LEARN ARE:**

- How to professionalize the rank of Sergeant in your organization
- Improved management and leadership skills
- Dealing with the problem employee
- Practical techniques for managing change
- Interpersonal relations and communication
- Positioning for sustainable funding for your agency
- Understand performance based planning and budgeting
- How to build a strong team focused on achieving results
- The Sergeants' role in the organization