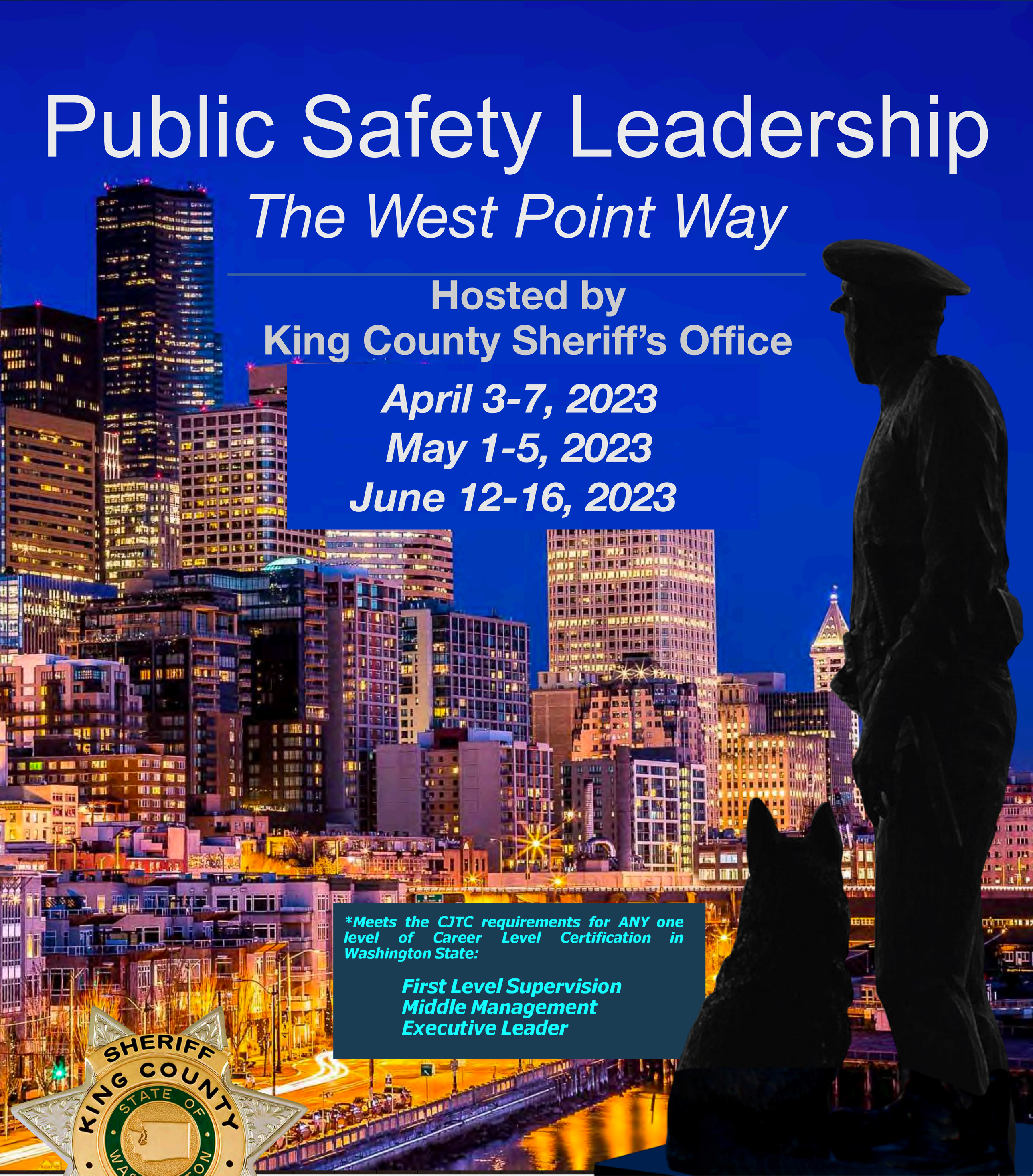
Public Safety Leadership

The West Point Way

Hosted by
King County Sheriff's Office

April 3-7, 2023
May 1-5, 2023
June 12-16, 2023



***Meets the CJTC requirements for ANY one level of Career Level Certification in Washington State:**

First Level Supervision
Middle Management
Executive Leader

WhatsaMatherConsulting, Inc.

Empowering you to transform the heart of your organization

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Public Safety Leadership:
The West Point Way

This course is a significant commitment in developing leaders in public safety organizations. It is designed for those who have an understanding of leadership (either in law enforcement, parenting, coaching, or any other portion of their life). We present materials based on the psychological interactions between human beings, understanding what the science says about how people relate to one another. We also draw on our collective art learned through trial and error as leaders to share and recognize best practices. The artful application of sound leadership principles that enhance the motivation, satisfaction, and performance of the men and women in our community is one course goal.

But it isn't enough to attend a three-week training and assume we will walk away as proficient leaders. We must challenge ourselves every day to apply what we've learned. How many courses have you attended where you received a certificate for merely being in attendance? We want to challenge you as leaders to maximize your own potential daily and discover and cultivate the potential of those you lead.

Our most important resource is our personnel. Focusing on their development must be the organization's top priority. In a time where law enforcement is often in the news, almost daily for the wrong reasons, it is important to encourage the growth and development of our law enforcement leaders.

The leadership theories and accompanying strategies are presented by exploring both past and present incidents regarding police activities (inside and outside the organizations). Organizations focus significant resources on trying to hire the right people, so why do officers or leaders sometimes engage in questionable or unethical behavior? The simple answer is a break down in leadership. But it's far more complicated than that. We want to explore the leadership challenges you face as an individual, a leader, inside your teams, and as an organization.

We will cover a lot of information over three weeks – you'll be tired. This is one of those areas where you will get out of this course what you put into it. But I can promise you that if you come prepared to learn and engage with others, you'll gain some new tools, some great insights, and often – a renewed sense of purpose as a leader in your organization.

I look forward to meeting you, if I can provide any additional information, please contact me at 509-993-6684.

Stay safe,
Dave Mather

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TARGET AUDIENCE

Any public service personnel (sworn or civilian) that has a leadership element to their job. This can include those with positional leadership roles (chief, records manager, dispatch supervisor, field training officer) and those with practical leadership roles (police officer, school resource officer, records manager, etc.).
Cost for course is $2,000 for all three weeks and we are looking for sponsors and scholarships

COURSE OUTLINE

AREA 1: Understanding Ourselves and Leading Individuals

- Individual Differences
- Generational Differences
- Attributions and Biases
- Expectancy Theory
- Goal Setting
- Motivation Through Consequences
- Cognitive Evaluation Theory
- Job Design
- Followership

AREA 2: Building High Functioning Teams

- Group Structural Dimensions
- Group Development
- Socialization
- Cohesion
- Developing Teams through Shared Decision Making
- Intergroup Conflict

AREA 3: The Leader's Role in the Leadership System

- Social Exchange
- Bases of Power
- Avoiding Favoritism
- Transactional Leadership
- Transformational Leadership
- Understanding and Mitigating Stress
- Communication and Counseling for Leaders

AREA 4: Leading the Organization in Challenging Times

- The Organization as an Open System
- Leading the External Environment
- Harnessing the Power of Culture
- Leading Change
- Creating Learning Organizations
- Ethics and the Healthy Organization

LEARNING OBJECTIVES

1. Understand and apply modern behavioural science and leadership theories that enhance human motivation, satisfaction, and performance in the achievement of organizational goals.
2. Learn frameworks to organize knowledge and experience into effective leader actions.
3. Integrate course content into daily leadership practices.
4. Develop and achieve personal leadership potential to the fullest.
5. Inspire a lifelong commitment to the study and practice of effective leadership.

CLASS SIZE

Up to 48: six adult learning teams of up to eight members per team. The more diverse the teams, the better the discussions and learning opportunity.

CLASS HOURS

- Total 120 hours
    - Week 1: 40 hours (Monday through Friday 0800-1630)
    - Week 2: 40 hours (Monday through Friday 0800-1630)
    - Week 3: 40 hours (Monday through Friday 0800-1630)
- There is pre-work reading required before the first day of class and reading assigned most nights of the course.

With more than 30 years in public safety, Dave has worked with more than 350 agencies around the world as an executive coach, leadership instructor, keynote speaker, and international consultant supporting public safety and the communities they serve. Dave was a police commander in the United States for 25 years. Since leaving uniform, Dave served as the Executive Director for RULETC (Rural Law Enforcement Technology Center), a U.S. Department of Justice project that provided technology research, testing, evaluation, and support to law enforcement agencies across the United States. He was a training consultant and leadership mentor for the Pittsburgh Bureau of Police. He has instructed leadership, law enforcement, and criminology courses at several universities. Dave has his Masters in Organizational Leadership and his Doctorate in Educational Leadership with a focus on adult learning methodologies.

Dave is a certified facilitator of the "Self Defeating Habits of Otherwise Brilliant People" and "Resolving Workplace Conflict". He is an international member of the John Maxwell Facilitation Team, and is a certified practitioner and facilitator for the Myers'-Briggs Type Indicator (MBTI), EQ-i's Emotional Intelligence and 360 Evaluations. Dave was a Master Instructor and primary curriculum developer for the International Association of Chiefs of Police's, "Leadership in Police Organizations" course. He has adapted the original West Point Leadership course into a course for public safety leaders at all levels of the organization, "Leadership: The West Point Model" and has facilitated leadership courses for more than 3,000 attendees across North America and for foreign law enforcement agencies around the world.

8334 N. Winding Willow Way
Tucson, Arizona USA 85741
(509) 993-6684
dave@whatsamather.com