

# Leadership Institute for First Line & New Supervisors

**Instructors: Darryl Rivers**

Chief Perry W. Hollowell retired after serving forty years as a sworn police officer with three jurisdictions. During his career he served in several positions; among those were sheriff, chief deputy, captain, lieutenant and sergeant. Along with his law enforcement career, Perry also had a successful military career from which he retired after twenty-two years of service. He has a strong training background which includes both national and international students from law enforcement, military, college and general population. Prior to taking the position of police chief he served as Captain, Director of Training, for the Indiana Law Enforcement Academy. He has also served as adjunct faculty for three colleges providing instruction in both undergraduate and graduate level classes. He has also pursued numerous hours of professional development programs to include the FBI National Academy, U.S. Army Sergeant Major Academy and earned a Master of Business Management Degree. Perry's training, experience and education have provided him the opportunity to provide training in a wide variety of topics. One of the topics he regularly lectures on is issues of arrest and prisoner control. Perry has made numerous arrests during his law enforcement career ranging from violent felons to the traffic offender. Every contact is a learning experience, albeit good or bad. The experience he shares comes by way of many sources, from transporting inmates to running a jail. Perry has developed numerous programs in the area of prisoner control issues, including development and oversight of the state mandated training for new jail officers. The sheriff's department, in particular, provided an abundance of experience in dealing with 4th, 8th and 14th Amendment issues during arrest and transport. Perry has also experienced the transport of prisoners by all methods to include air/auto/foot, all of which provide their own unique challenges. As a use of force instructor, Perry also has a clear understanding of the rules regarding the application of force during encounters with offenders.

## **Course Objectives:**

The pure essence of Leadership is influence and everyone has the power to increase theirs. One of the challenges during times like these is understanding the fundamental principles of ethical influence. A huge part of becoming a leader and assuming a leadership position is figuring out where you are with those you are commissioned to lead and shifting our focus to recognizing their potential. Stepping into a new leadership role can offer many new demands. At times new positions come with limited exposure to proven principles to maximize the leader dealing with these new set of demands. It is Darryl's hope to share some definitive principles accompanied with real life application to help in day-to-day operations that the supervisor's role entails.

Participants will be exposed to the following principles and discussions:

- ✓ Why does the world need leaders?
- ✓ The difference in supervisory roles and leadership roles
- ✓ Legal Authority/Departmental Authority versus Moral Authority
- ✓ Proper work/life balance
- ✓ The importance of an evaluations system
- ✓ Media Relations
- ✓ Definitive steps to increase your leadership influence.

Other topics include:

**Leaders First Priority:** Define Reality!

**Dealing with Criticism:** If you can't avoid it you have to learn to deal with it

**Defining Moments in Leadership:** When they show up, you need to.

**A Leadership Atmosphere:** How to create and maintain it.

**Every Leaders Common Mistake:** Acknowledge it or repeat it.

**What Separates Leaders from Great Leaders:** Good leaders are good talkers, Great leaders are good

listeners

**Every Leaders Best Teacher:** It is not Experience

**Questions Every Leader Should Ask:** Where are you...

**Dealing with Challenging People:** Because Good leaders need to master it

**Dealing with Criticism:** If you can't avoid it you have to learn to deal with it

**Defining Moments in Leadership:** When they show up, you need to.

**A Leadership Atmosphere:** How to create and maintain it.

**Every Leaders Common Mistake:** Acknowledge it or repeat it.

**What Separates Leaders from Great Leaders:** Good leaders are good talkers, Great leaders are good listeners

**Every Leaders Best Teacher:** It is not Experience

**Questions Every Leader Should Ask:** Where are you...

## **Day 1**

8:00 am – 8:30 am: Registration

8:30 am – 9:30 am: Introduction/Leadership Expectations

9:30 am – 9:40 am: Break

9:40 am – 10:40 am: The Definition of Leadership How it Works

10:40 am – 10:50 am: Break

10:50 am – 12:00 pm: The Definition of Leadership and How it Works

12:00 pm – 1:15 pm: Lunch Break

1:15 pm – 2:15 pm: Increasing your influence through Positional Leadership

2:15pm – 2:25 pm: Break

2:25 pm – 3:25 pm: Increasing your influence through Positional Leadership

3:25 pm – 4:25 pm: Increasing your influence through Relational Leadership

4:25 pm – 4:45 pm: Q & A

## **Day 2**

8:00 am – 9:00 am: Increasing your influence through Relational Leadership

9:00 am – 9:10 am: Break

9:10 am – 10:10 am: Increasing your influence through Production Leadership

10:10 am – 10:20 am: Break

10:20 am – 11:30 am: Increasing your influence through Production Leadership

11:30 am – 12:45 pm: Lunch

12:45 pm – 1:45 pm: Increasing your influence through Re-Production Leadership

1:45 pm – 1:55 pm: Break

1:55 pm – 2:55 pm: Increasing your influence through Pinnacle Leadership

2:55 pm – 3:05 pm: Break

3:05 pm – 4:05 pm: Leadership Insights and How progressive leadership moves agencies

4:05 pm – 4:25 pm: Q & A

## **Day 3**

8:00 am – 9:00 am: Re-cap of Influential Leadership

9:00 am – 9:10 am: Break

9:10 am – 10:10 am: A Leaders First Responsibility

10:10 am – 10:20 am: Break

10:20 am – 11:30 am: Dealing with Criticism

11:30 am – 12:45 pm: Lunch

12:45 pm – 1:45 pm: Identifying Defining Moments in Leadership

1:45 pm – 1:55 pm: Break

1:55 pm – 2:55 pm: A Leadership Atmosphere  
2:55 pm – 3:05 pm: Break  
3:05 pm – 4:05 pm: Every Leaders Common Mistake  
4:05 pm – 4:15 pm: Break  
4:15 pm – 5:00 pm: Difficult Conversations

#### **Day 4**

8:00 am – 9:00 am: What Separates Leaders from Good Leaders  
9:00 am – 9:10 am: Break  
9:10 am – 10:10am: Every Leaders Best Teacher  
10:10 am – 10:20 am: Break  
10:20 am - 11:30 am: The Foundation of Dynamic Leadership  
11:30 am – 12:45 pm: Lunch  
12:45 pm- 1:45 pm: Questions Every Leader Should Ask  
1:45 pm – 1:55 pm: Break  
1:55 pm - 2:55 pm: Dealing with Challenging People  
2:55 pm -3:05 pm: Break  
3:05 pm- 4:05 pm: Leading Down, Across, and Up  
4:05 pm – 4:15 pm: Break  
4:15 pm- 5:00 pm: Leading Down, Across, and Up

#### **Day 5**

8:00 am - 9:00 am: Dealing with Media  
9:00 am - 9:10 am: Break  
9:10 am – 10:10 am: Employee Evaluations  
10:10 am - 10:20 am: Break  
10:20 am -11:20 am: Policies, Practices, and You  
11:20 am - 11:30 am: Break  
11:30 am - 12:00 pm: Conclusion

