



IGNITE GREAT

THE FRONT-LINE LEADER INSTITUTE (FLLI)

COLORADO POST ID SV0048; 5 days/40 hours

COURSE DESCRIPTION: This intensive 40-hour program develops emerging law enforcement leaders through in-person instruction, group work, and post-course engagement. Delivered face-to-face to over five days by an experienced facilitation team, the course involves a pre-course phase, 12 modules, and nightly homework exercises. Post-course engagement includes reading, journaling, and developing an individual leadership philosophy.

COURSE OBJECTIVES:

- Participants will gain an appreciation for senior leader expectations of front-line law enforcement leaders
- Participants will have a foundation for personal and organizational definitions of leadership and how it is practiced in general and in their Agencies/Departments; additionally consider key skills, abilities, and behaviors for future front-line leaders
- Participants will recognize various ethical constructs, understand ethical dilemmas, and be able to apply those frameworks to ethical decision-making
- Participants will understand the four domains of emotional intelligence, its criticality for leadership and law enforcement, themselves and their capabilities with these skills, and practice methodologies for personal improvement
- Participants will develop and utilize a model for communication, understand barriers/noise, and be provided a collection of tools to implement in improving this leadership imperative
- Participants will understand the differences between disagreement and conflict, the life-cycle of conflict, and their leadership roles in conflict management
- Participants will gain an appreciation for the history of the law enforcement profession – in their municipalities, counties, regions, and across Colorado
- Participants will understand the difference between mentoring and coaching, the unique characteristics of performance evaluations/reviews in comparison to coaching, and be provided a practical coaching framework for daily implementation
- Participants will consider their personal approaches to accountability and be provided a framework that enables more positive interpersonal accountability
- Using a historical example, participants will better appreciate the aspects necessary to build and mature small teams
- Participants will explore delegation – their personal attitudes and an approach to build a healthier delegation habit
- Participants will explore the four hurdles that ultimately stall effective decision-making – poorly defined roles and responsibilities, incomplete delegation, poor organizational cultures, and individual issues with decision-making
- As a culmination event, participants, working in small groups, will apply course concepts to a series of vignettes

COURSE MODULES include (not inclusive):

- Ethical Dilemmas and Decision-Making
- An Introduction to Emotional Intelligence
- Communicating Like a Boss
- History of Law Enforcement in Colorado
- Motivating Through Performance Feedback
- Personal and Interpersonal Accountability
- Practical Team Building
- Delegation & Decision-Making