PUBLIC SAFETY SUPERVISOR DEVELOPMENT

# LEAD, COACH, CORRECT: MANAGING EMPLOYEE PERFORMANCE IN PUBLIC SAFETY

**SEPTEMBER 20-23, 2027 | COMMERCE CITY, COLORADO**

## ADDRESS PERFORMANCE PROBLEMS BEFORE THEY BECOME CRISES.

Practical supervisor training for addressing employee performance, conduct, accountability, and risk.

| 11 MODULES | 32 HOURS | PUBLIC SAFETY | PRACTICAL TOOLS |
|---|---|---|---|
| 32 hours | Instructional time | Supervisor focused | Real-world application |

## WHY THIS COURSE

**Performance problems. Misconduct. Documentation. Difficult conversations. Accountability.**

Public safety supervisors must address employee problems fairly, consistently, and professionally while balancing operational demands, employee rights, policy, and public trust. Managing Problem Employees in Public Safety develops practical skills to identify, address, document, and correct performance and conduct concerns. The 32-hour program progresses from accurate diagnosis and early coaching through difficult conversations, evaluations, improvement planning, discipline, wellness, and ethical accountability.

## WHO SHOULD ATTEND?

Designed for public safety personnel responsible for leading, evaluating, coaching, or managing employees:

- First-line supervisors & aspiring supervisors
- Managers & command staff
- Law enforcement & corrections
- Communications / dispatch supervisors
- Fire & EMS leaders

## WHAT YOU'LL EXPLORE

- Identifying Problem Employees
- Supervisor Responsibilities
- Diagnosing Performance Problems
- Coaching Before Discipline
- Effective Documentation
- Difficult Conversations
- Fair & Defensible Evaluations
- Performance Improvement Plans
- Progressive Discipline
- Employee Wellness & Performance
- Ethical Leadership & Accountability

## MEET YOUR INSTRUCTOR - CAPTAIN REX M. SCISM (RET.)

| 32 YEARS | 20 YEARS | 20+ YEARS | FBI NA |
|---|---|---|---|
| Law enforcement | Military service | Instruction & consulting | Session 249 |

Captain Rex M. Scism (Ret.) is a 32-year law enforcement veteran and former director of research and development for the Missouri State Highway Patrol. He retired from the Missouri Army National Guard after 20 years of service and has served as a public safety and private-sector consultant and instructor for over 20 years. He formerly taught criminal justice at Columbia College and the University of Central Missouri, is a frequent speaker, contributor, and author on public safety and leadership topics, is a graduate of the FBI National Academy's 249th Session, and currently resides in Arizona.

## TRAINING LOCATION

Hosted by the Commerce City Police Department located at 7887 E. 60th Ave., Commerce City, CO 80022. Visit www.rexscism.com for additional course information.

## READY TO RESERVE YOUR SEAT?

Complete the enrollment form on the following page and email it to rex@rexscism.com. Questions? Call 573-424-3783.

## TUITION: $449 PER PERSON

**LIMITED TO 30 PERSONNEL**

Register early!

# ENROLLMENT FORM

## Lead, Coach, Correct: Managing Employee Performance in Public Safety

| | |
|---|---|
| **COURSE** | **Lead, Coach, Correct: Managing Employee Performance** |
| **COURSE DATE** | **September 20-23, 2027** |
| **LOCATION** | **Commerce City, Colorado** |

## PRIMARY PARTICIPANT / AGENCY INFORMATION

| | | | |
|---|---|---|---|
| **Participant Name** | | | |
| **Agency/Organization** | | | |
| **Mailing Address** | | | |
| **City, State, Zip** | | | |
| **Telephone** | | | |
| **Email Address** | | | |
| **Contact for Billing** | | | |
| **Billing Email** | | **Billing Phone** | |

## ADDITIONAL PARTICIPANTS FROM YOUR AGENCY / ORGANIZATION

| NAME | EMAIL | NAME | EMAIL |
|---|---|---|---|
| | | | |
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## ENROLLMENT SUMMARY

| | |
|---|---|
| **Total Number Attending** | |
| **Tuition** | $449.00 per person |
| **Total Due** | |

**EMAIL COMPLETED FORM: rex@rexscism.com | PHONE: 573-424-3783**

Checks payable to "Rex Scism" | PO Box 1993, Littlefield, AZ 86432 | PayPal credit card payments subject to 4% fee