



On-Target Solutions for Law Enforcement Supervisors

www.On-TargetSolutionsGroup.com

What experienced and new supervisors have said about this course:

"Very good course for supervisors on how to change your thinking"

"Single most informative instructor in any training over 17 years."

"Exceeded my expectations. Walking away with useful and valuable information."

Hosted by: Spokane County Sheriff's Office Training Center
6011 N. Chase Rd.
Newman Lake, WA 99025

Cost: \$375.00

Dates: March 9-11, 2016

Register at: <http://www.123contactform.com/form-1696392/Spokane-Supervisors-030916>

This course would be applicable for: Anyone who supervises or manages employees from the executive level to experienced or new front line supervisors, or those who desire to understand impactful supervisory practices.

This dynamic three day course is a career development tool to enhance and refine the leadership skills of law enforcement supervisors across a variety of organizations. Good supervision transcends agencies and provides the core principles of quality supervisory techniques. It also lays a strong groundwork of knowledge for those striving to be promoted to supervisory positions. Concentrating on the idea that people are the true assets of their agency, participants will understand the importance of their role in maximizing employee performance through strong supervision techniques. You will understand the value in developing flexibility in your leadership approaches to garner peak performance and meet organizational goals. Also, this course provides real world, successful examples on how to deal with different types of problem employees and provides the law enforcement professional with the knowledge and tools necessary to deal with all types of problem employees. Every law enforcement agency struggles with employees that are insubordinate, lazy, abuse sick time, display negative attitudes, and commit misconduct and supervisors must learn how to cope with these situations.

Topics Include:

- Qualities of excellence in supervision
- Developing the leader within
- Leadership, management and supervision strategies
- Making a difference in your agency
- Communicating effectively both up and down the chain of command
- DISC personal profile system
- Goal setting and implementation – the supervisor's role
- Preparing meaningful performance evaluations
- Earning commitment from employees
- The organizational or supervisory role and the cause of the problem employee
- Understanding if the employee is a problem or troubled
- The role of positive discipline in shaping employees
- The impact of negative discipline
- The concept of dynamic counseling sessions
- The power of expectation
- Handling morale killers in your organization
- Morale in this department horrible!
- Preventing employees from becoming problems
- The role of positive discipline in shaping employees
- The power of expectation

Biography



Gregory J. Anderson

On-Target Solutions Group, Inc.

greg.anderson@on-targetsolutionsgroup.com

815-545-1609

Recently Greg has formed the On-Target Solutions Group, Inc. www.on-targetsolutionsgroup.com to focus on leadership, employees and processes, and is dedicated to developing the proper leadership and organizational continuity that is needed for government organizations to move forward. Greg instructs nationally on a variety of topics and consults nationally on internal affairs, professional standards issues, policy development, leadership and supervision topics. He has consulted with agencies all across the country and is a certified *Force Science*[®] *Analyst*. He has also served on the International Association of Chiefs of Police committee on Professional Standards, Image and Ethics.

He began his career with the Aurora Police Department and held a variety of positions up to Deputy Chief of Police. As Deputy Chief, his role was to direct the day-to-day operations of the police department with over 430 full time employees. During his career, Aurora went from a city with a population of 80,000 to the second largest City in Illinois at 200,000. His experiences were broad across every area of the Aurora Police Department.

Greg also held the position of Chief of Police for the Village of Campton Hills, Illinois. Campton Hills was a unique experience in that he started a full-service police department within a newly formed municipality. He developed from the “ground up” every facet of law enforcement services including equipment, policies and procedures, budgets, development of community and government relations, training of staff, and the oversight of a full-service law enforcement agency. And, given his overall experience, he was also tasked with assisting others within the Village on government operations and contacts, ultimately helping to structure the governmental base for Campton Hills.

He currently is the Chief of Police in Oak Forest, Illinois. He has moved the department forward in every facet of law enforcement services. As being the only Chief of Police selected from outside the department, the teamwork approach that he has utilized has been extremely successful in implementing changes in an established department that had been resistant to change. His focus has been on establishing “best practices” for the department in order to enhance the professional delivery of police service to the community. The efforts at the Oak Forest Police Department earned them accreditation through the Illinois Law Enforcement Accreditation Program.

Chief Anderson has a Master’s degree in Law Enforcement and Justice Administration from Western Illinois University and a Bachelor’s degree from The Union Institute and University in Cincinnati, Ohio. He has also attended many executive management and leadership courses throughout his career and recently has been named to the Board of Directors for the Illinois Commission on Diversity and Human Relations.