



An interactive, five-day (40 hours)
workshop designed to address
The Sergeants' Role

As Follower & Leader

In Day-To-Day Operations

In Financing & Budgeting

In People Management

In Community & Media Relations

TUITION

\$500 for the 5-day program; includes all
course materials. Please check with our
office for multiple-registration discounts.

TO REGISTER AND PAY YOUR TUITION

Register On Line At:

<http://www.theresultsgroupltd.com>

You May Use Your Credit Card To
Pay On Line

Or Call Our Office at 541-645-0533 To Pro-
cess Payment Information By Phone



PAYMENT

We also accept agency and personal
checks. All payments are due prior to the
class date.

WHO SHOULD ATTEND

The Sergeants' Academy is structured for candidates
for promotion and those who already hold the rank of
Sergeant in a Law Enforcement agency.

In addition, non-sworn candidates for promotion or
those who are already First Line Supervisors are
encouraged to attend.

YOUR INSTRUCTOR

Stephen L. Kent, founder and president of The Results Group, Ltd. has
more than 30 years management, training and facilitation experience. As a
management consultant, he specializes in helping organizations design
and implement programs to improve personal and organizational effective-
ness. Steve is a dynamic speaker who is known for his straight talk that
gets right to the heart of key issues.



The Sergeants' Academy

TRAINING SITE

Headquarters Building—U.S. Border Patrol
138 West 1st Street, Suite 9, Port Angeles, Washington 98362

HOST AGENCY

**Port Angeles Police Department
&
Clallam County Sheriff's Office**

DATES

March 4— March 8, 2013

CLASS TIMES

0800 hours—1700 hours
(with breaks and one hour for lunch)

AMONG THE MANY THINGS YOU WILL LEARN ARE:

- How to professionalize the rank of Sergeant in your organization
- Improved management and leadership skills
- Dealing with the problem employee
- Practical techniques for managing change
- Interpersonal relations and communication
- Positioning for sustainable funding for your agency
- Understand performance based planning and budgeting
- How to build a strong team focused on achieving results
- The Sergeants' role in the organization