The Beamish Group L.L.C.

Organizational Consulting Services

BeamishGroup.com

Developing Worthy Leaders

The Leadership Academy

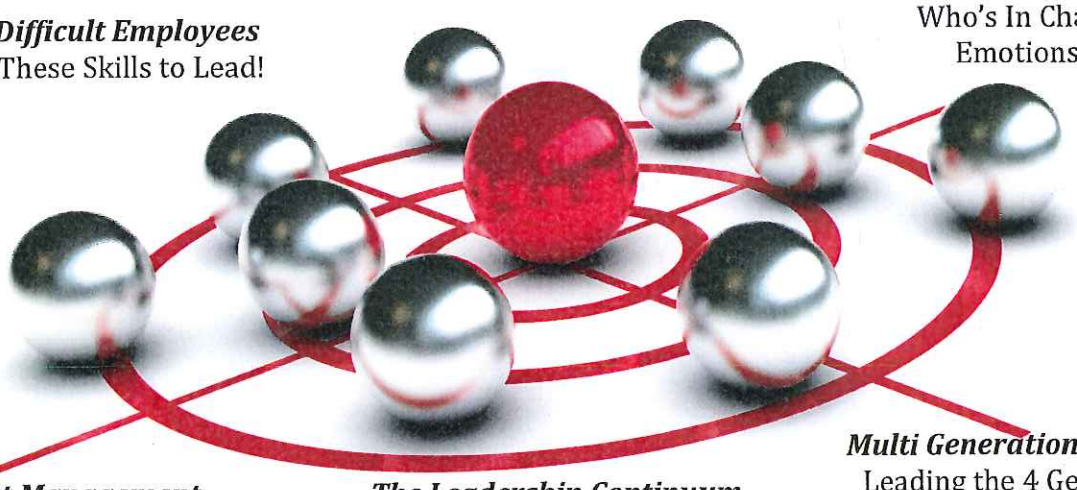
Behaviors
What People Do

Motivators
Why People Do

Mastery of Self
Being a Worthy Leader

Emotional Intelligence
Who's In Charge- Your Emotions or You

Managing Difficult Employees
How to Use These Skills to Lead!



Multi Generational Strategies
Leading the 4 Generations at Work

Conflict Management
How You Look at Conflict Matters. Strategies for Success!

The Leadership Continuum
Understanding What Leadership Style is Best and When

Brian R Beamish
The Beamish Group

Managing Partner / Executive Consultant / Learning and Development Facilitator / Speaker

October 20-23, 2014

8:00 am to 5:00 P.M. Daily

$425.00 per participant. Includes $300 dollars in Assessments and Reports on Your Leaders!

Hosted By: Sheriff Ozzie D. Knezovich

Location: **The Spokane County Sheriff's Office**
10319 East Appleway Blvd
Spokane Valley, Washington 99206

Who Should Attend: *Those Who Choose to Lead.*

Sworn, Civilian, and other Government Employees are Encouraged to Attend!

James Pryde
Chief of Police
Gladstone Police Department

Learning and Development Facilitator / Speaker

Registration by E-Mail: Send Name, Title, Organization, E-mail, & Contact Phone Number to
Brian@BeamishGroup.com
602 377-7777

Developing Worthy Leaders

Leadership Academy

Day 1 Monday 10-20-2014

0800 to 1200 Behaviors (TTI Tri-Metrix Assessment)

This assessment and training will help the participants have a greater understanding of their behavior preferences and how that influences their day to day activities. They will also learn how to evaluate the preferences of others and strategies to effectively meet each other's needs.

1300 to 1700 Motivators (TTI Tri-Metrix Assessment)

This assessment and training identifies the six motivations, which drive people to perform. Understanding an individual's motivation is powerful insight into engagement and satisfaction.

Day 2 Tuesday 10-21-2014

0800 to 1200 Emotional Intelligence EQ (TTI Tri-Metrix Assessment)

Emotional Intelligence is a foundational leadership element, it describes a person's ability to recognize and manage their own feelings and reactions to events as they unfold around them.

1300 to 1700 Multi-Generational Strategies for Organizational Success

Managing Generations is one of the most requested training programs today. Organizations are struggling to understand and manage the four different generations at work today. This training will address these challenges and provide solutions to help your organization move toward common goals.

Day 3 Wednesday 10-22-2014

0800 to 1200 The Leadership Continuum

Leadership much like force exists within a continuum. This training explores the benefits of using different forms of leadership in different settings and in different circumstances. The primary focus will extend from Transactional through Transformational, and into Authentic Leadership Styles.

1300 – 1600 Conflict Management (Thomas Kilmann Assessment)

Research shows that interpersonal conflict in organizations reduces the effectiveness of employees and productivity of organizations. Conflict management in Law Enforcement is essential in the workplace and in the day-to-day interactions with the community.

1600 to 1700 Networking Session – (Optional)

Join the facilitators and classmates for a networking session to exchange ideas and learn from each other.

Day 4 Thursday 10-23-2014

0800 to 1200 Managing Difficult Employees

This Leadership Academy will begin by helping participants understand themselves and explore some of the challenges in leading others. Difficult employees exist in many organizational settings. Learning to manage difficult employees is important to re-engage these employees into productive members of the team.

1300 to 1500 Mastery of Self

Leadership in a deliberate, focused and honorable manner that brings the concepts of emotional intelligence into light as leaders accept the privilege of leading others.

1500 to 1700 Leadership Legacy

This is an opportunity to be introspective; to understand how our ability to lead is impacting others. Through this process leaders will be encouraged to design their own action plans for continued growth and improvement.

Developing Worthy Leaders

Leadership Academy

ATTENTION!
The Spokane County Sheriff's Office is sponsoring

A 4-Day Leadership Academy

WHAT: Leadership Development at the highest level. This personalized training program begins with helping leaders understand themselves and how their preferences can influence their day-to-day leadership responsibilities. Leaders will understand how emotional intelligence "EQ" is responsible for achieving and maintaining high levels of success.

The training will then help participants develop skills to manage a complex workforce including working with a multi-generational workforce, understanding the leadership continuum and strategies to utilize the most effective form of leadership given the circumstances.

Leadership also requires the resolution to difficult situations and conflict. Participants will participate in the Thomas-Killman Assessment where they will develop an understanding of their conflict management preferences. They will also learn strategies to resolving conflict and managing difficult employees.

The week will end with the focus on the leaders themselves as they explore mastery of self and how that impacts their organizational legacy.

This training is fast paced, entertaining, and designed to provide each participant the greatest learning experience possible. The use of assessments provides each person a road map of where they are and how best to capitalize on their strengths and the strengths of their team.

HOW MUCH: $425 per person and includes all of the assessments.

DATES & LOCATIONS:
October 20-23, 2014

Spokane County Sheriff's Office
10319 East Appleway Blvd.
Spokane Valley, Washington 99206

The training program begins at 8:00 and ends at 5:00 with an hour for lunch on your own.

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About the Faculty:

Brian R. Beamish is a nationally recognized trainer, consultant, and speaker. He is an experienced executive who helps leaders and organizations maximize their potential. Organizations can increase their wealth though efficient organizational strategies directed and developing and leveraging the skills of their people. Brian specializes in leadership development, organizational development, process improvement, and employee relations. Brian is retired law enforcement executive with over 20 years of executive service in roles as commander, and chief of police. Brian is a graduate of the FBI National Academy 214th Session, the FBI LEEDS Academy 56th Session, and FBI LEEDA Academy. Brian has served as a national FBI-LEEDA faculty member and primary facilitator. Brian has been involved with numerous training programs, which have been presented nationally and internationally. Brian recently presented research on organizational bullying in Salzburg, Austria at the International Bullying and Abuse of Power Conference (2012). Brian has spent his life in the service of others and helping them achieve their greatest potential. He holds a M.Ed. in Counseling and Human Relations, a M.S. in Consulting Psychology, and is a Doctoral Candidate in Consulting Psychology where he hopes to complete his dissertation on Workplace Bullying.

Jim Pryde *became the Chief of Police in Gladstone, Oregon in 2009 after spending 32 years with the Olympia, Washington Police Department. He has a Master's degree in Social Science and is a graduate of the 205th session of the FBI National Academy. Jim served six months in-residence at the FBI Academy as a Leadership Fellow. Jim was a national FBI-LEEDA instructor and helped to develop curriculum for the command and supervisor institutes. He is best described as a courageous, visionary and innovative leader. Jim believes organizational challenges are overcome by taking action, thinking like one team coupled with the mindset of "bring it on." He is a student, practitioner and passionate instructor of leadership development. The remainder of Jim's career is dedicated to serving others and their organizations in reaching their leadership potential to do the greatest possible good.*