



**THE RESULTS GROUP, LTD.**  
A Professional Management Consulting & Training Firm

**Strategic Advantage For Law Enforcement™  
2014**

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 Process 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 effectiveness. Steve is a dynamic speaker who is known for his straight talk that gets right to the heart of key issues.

The Results Group, Ltd. | 970 West Landoran Lane | Oro Valley, Arizona | 85737 | 541.645.0533



# The Sergeants' Academy

**TRAINING SITE**

**Mount Vernon Police Department**

1805 Continental Place, Mount Vernon, Washington

**HOST AGENCY**

**Mount Vernon Police Department**

**DATES**

**April 6—10, 2015**

**CLASS TIMES**

**0800 hours—1700 hours**

**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