

Leadership and Mastering Performance Management, A Supervisory Mid-Management Seminar: Phase I Leading One's Self

This seminar draws on much of the work that had dramatically impacted on the subject of supervisory leadership in the last decade. This course is specifically designed to assist the supervisor to understand the application of today's leadership and management literature in the world in which they work. Attendees will be introduced to the elements of leadership, the differences between leadership and management and how to develop them within their own supervisory role.

Beginning with an overview of the development of our knowledge of what leadership is, the participants will perform a self analysis to determine their present communication and leadership influences. This evaluation will point out their strengths and weaknesses as leaders and assist them in preparing a personal development plan. There will be an emphasis placed on the leader as communicator, trainer, developer of people, and their role as an extension of management. Attendees will better understand the need for communication and assessment skills and how to use them to assist themselves and their officers to better perform their roles.

Leadership and Mastering Performance Management Phase I seminar introduces The Leadership Test®, and the DISC® as teachable tools that will improve the skills and abilities of supervisors and managers to both manage and lead. There is an emphasis on defining the difference between leadership and management and identifying their separate skill sets.

These sessions are taught utilizing much of the current thought of adult education principals to accelerate learning. We utilize multi-media resources to intensify the learning experience and color classroom peripherals and handouts to reinforce learning points. There will be active class participation and application of the material presented. This session can greatly enhance the supervisor's ability to properly lead given a variety of circumstances.

Day One

- 8:00 AM Registration, orientation
- 8:30 AM Introduction
Lessons of General Joshua Chamberlain and Captain Donald D. Brooks
- 9:30 AM The Paradigm Effect: Avoiding the Paradigm Trap; Paradigms and beliefs about public sector management; The two variables that every Leader must deal with
- 10:30 AM The Lessons of Lt. Col. French, RCMP and Captain Charlie Plumb USN (Ret.); The sources of your frustration and failures; The "Blame Game"; Learning to think like James Allen
- 11:45 AM Lunch Break
- 1:00 PM The Lessons of Lt. Col. French, RCMP and Captain Charlie Plumb USN (Ret.); Getting out of the "Blame Game" according to Charlie Plumb.
- 5:00 PM Adjourn

Day Two

- 8:00 AM J.D. "Buck" Savage and the importance of the belief system of honor, nobility and service; James McPherson, "We don't think and write like that anymore!"; Thermopylae and King Leonides; How can we establish, sustain and celebrate a strong belief system in what we do?; The Call of Honor; Generation X and heroes; why Generation X has so much trouble telling right from wrong.; Teaching the Xr's to know the good, love the good and do the good; The Lessons of Seaman Hegdahl
- 11:45 AM Lunch Break
- 1:00 PM Leadership A New Definition for the Times; Defining leadership in the public sector; The first rule of leadership; Leadership and Lao Tzu; Peter Drucker and General Motors; Peter Drucker and the LAPD; Leadership according to Bennis; The difference between leadership and management Sosa, Mcguire and the IRS; Leadership and management require different skill sets.
- 5:00 PM Adjourn

Day Three

- 8:00 AM Evolution of leadership in the public sector; The great ones figured it out; Leadership and management impact separate things; The Leadership Test® – A Way to Measure Leadership and Management; Officer Down: A Case Study
- Leadership and management are separate skill sets that impact separate things. The great ones have figured it out, Marshall, Bradley, Sherman, Patton and De Pree. The alternative is the Death of the Police Spirit.
- 11:45 Lunch Break
- 1:00 PM Assessing Yourself, Your Boss and Your Subordinates – The Magic of the DISC®; People Paradigms and Paradigm Paralysis; Peak Performers and the Lessons of "Pistol Pete" Maravich; Introduction – the need for quick and simple assessment; Marston and the Emotions of Normal People; Administration of the DISC®
A description of the four behaviors: Understanding the Strengths and Weaknesses of the Four Behaviors; Introduction to the Kwik DISC®
- 5:00 PM Adjourn

Day Four

- 8:00 AM Assessing Yourself, Your Boss and Your Subordinates – The Magic of the DISC®; Using the DISC® to predict performance of teams: Pairing for Peak Performance, the Parmenio Factor; Assessing Yourself, Your Boss and Your Subordinates – The Magic of the DISC®; Understanding the DISC® and Leadership; Two More Observations of Peter Drucker and the LAPD and Leadership
Leadership – Putting It in Place; Your legacy to subsequent generations; The Watch; A vision that Shall Pass Into Their Souls
- 11:45 AM Presentation of certificates and adjourn
- NOON Adjourn