Strategic Leadership for Modern Policing:
The Action of Influence

(3) Three-Day Training from 8:00am - 4:00pm
1-hour Lunch Break from 11:30am – 12:30pm
*Total of **21-**In-Service Training Hours*
Instructor: Professor Don V. Haley

Course Description: Leadership is not a title; it is a verb. In an era where law enforcement faces unprecedented political, generational, and cultural shifts, the "*Incomplete Leader*" must move beyond traditional command-and-control models toward a strategy of mutual benefit and duplication.

This intensive program challenges participants to practice leadership from the position they strive to obtain. By shifting from manipulation to motivation, students will learn to build a "*Leadership Team*" that compensates for individual limitations through five essential capabilities: *Sensemaking, Relational Connecting, Visioning, Inventing*, and *Legal Expertise*.

Using advanced communication tools rooted in neuroscience, Cognitive Empathy, and emotional intelligence, leaders will learn how to bypass "Amygdala Hijacking" and navigate the friction of organizational change. The course culminates in the **CADSP (Collaboration Activity to Devise a Strategic Plan)**, where participants will develop, execute, and measure a real-world strategic plan to solve agency-specific problems.

Learning Objectives:

Upon completion of this course, attendees will be able to:

- **Internalize Leadership as Action:** Demonstrate the 5-Step Equipping Process to move from individual performance to successful organizational duplication.
- **Construct a High-Performance Inner Circle:** Identify and recruit team members across the Five Capabilities of Effective Leadership to increase agency "*completeness*" and mitigate decision fatigue.
- **Master Tactical Communication:** Apply Cognitive Empathy tools to build rapport with direct reports and the community, specifically utilizing the FORM Technique.
- **Navigate Organizational Change:** Defuse internal dissension and "*Twisted Reality*" responses by applying neuro-linguistic methods that address negative emotions before implementing policy shifts.
- **Optimize Professional Discipline:** Implement time-management strategies that prioritize results over work, including the "90% Rule" for effective delegation.
- **Execute Strategic Problem-Solving:** Utilize the **ISAM** (*Issue, Solutions, Application, Measured Results*) framework to create a legally and ethically sound strategic plan through the **CADSP** practical exercise.