

Authentic and Deliberate Leadership: THE WEST POINT WAY



Sponsorship Assistance has been provided by Washington
Cities Insurance Authority (WCIA), Washington Counties
Risk Pool (WCRP) and an Anonymous Benefactor



THE DETAILS

****This is a unique hybrid course.****
****Please read all the details before registering****

Taught by:

Dr. Dave Mather, National Command &
Staff College

When:

Online: Begins July 11, 2022
In-Person: October 3-7, 2022 @ 8am - 5pm

Where:

Online and In-Person
In- Person Location:
Spokane County Sheriff's Office
Training Center
6011 N Chase Road
Newman Lake, WA 99025

Cost:

\$750/LEIRA Member:
\$1000/Non-Member



MORE DETAILS

About the Course

The course challenges participants to bring their artful experience leading others at any level of the organization and combine it with behavioral science theories which will improve the participant's ability to enhance the motivation, satisfaction, and performance of their people. This course is not intended to be theoretical; it is designed to be deliberately applied in the real world with real people using contemporary challenges in need of creative solutions. The foundation of the course is about understanding human behavior, including your own, and learning to lead people more effectively in a dynamic environment.

Major areas of instruction include: Understanding Individuals, Leading Individuals, Leading Teams, The Leader in the Leadership System, Leading Organizations, and Leading the Environment..

The course is delivered through 60 hrs. of self-paced e-learning and a five-day (40 hrs.) in-person training with peers, facilitated by a senior member of the faculty. It includes a downloadable textbook, multi-media lectures, discussion boards, quiz, and the one-week mandatory in-person training.

Upon successful completion of the course, participants will receive a MAGNUS GLADIO pin and a certificate for 100 hrs. of training from the National Command and Staff College the Criminal Justice Commission for Credible Leadership Development.

Registration

[Register Here](#)

www.leirawa.org/westpointleadership

Registration will close on July 5, 2022

Questions

If you have any questions: or need to cancel, please contact Cathy Munoz at CMunoz@cityofcheney.org or the LEIRA Board at LEIRAWA@outlook.com.

The Washington Counties Risk Pool, Washington Cities Insurance Authority and an Anonymous Benefactor are proudly co-sponsoring this course, which is how we are able to supply this amazing training at this wonderful rate! Act fast before seats disappear!



Washington Counties Risk Pool
Created by Counties for Counties



LeiraWA@outlook.com



LeiraWA.org

ABOUT DR. DAVE MATHER

With more than 30 years in public safety, Dave has worked with more than 350 agencies around the world as an executive coach, leadership instructor, keynote speaker, and international consultant supporting public safety and the communities they serve. Dave was a police commander in the United States for 25 years. Since leaving uniform, Dave served as the Executive Director for RULETC (Rural Law Enforcement Technology Center), a U.S. Department of Justice project that provided technology research, testing, evaluation, and support to law enforcement agencies across the United States. He was a training consultant and leadership mentor for the Pittsburgh Bureau of Police. He has instructed leadership, law enforcement, and criminology courses at several universities. Dave has his Masters in Organizational Leadership and his Doctorate in Educational Leadership with a focus on adult learning methodologies.

Dave is a certified facilitator of the "Self Defeating Habits of Otherwise Brilliant People" and "Resolving Workplace Conflict". He is an international member of the John Maxwell Facilitation Team, and is a certified practitioner and facilitator for the Myers'-Briggs Type Indicator (MBTI), EQ-i's Emotional Intelligence and 360 Evaluations. Dave was a Master Instructor and primary curriculum developer for the International Association of Chiefs of Police's, "Leadership in Police Organizations" course. He has adapted the original West Point Leadership course into a course for public safety leaders at all levels of the organization, "Leadership: The West Point Model" and has facilitated leadership courses for more than 4,000 attendees across North America and for foreign law enforcement agencies around the world.



A LETTER FROM DR. DAVE MATHER ABOUT THE COURSE

This course is a significant commitment in developing leaders in public safety organizations. It is designed for those who have an understanding of leadership (either in law enforcement, parenting, coaching, or any other portion of their life). We present materials based on the psychological interactions between human beings, understanding what the science says about how people relate to one another. We also draw on our collective art learned through trial and error as leaders to share and recognize best practices. The artful application of sound leadership principles that enhance the motivation, satisfaction, and performance of the men and women in our community is one course goal.

But it isn't enough to attend a three-week training and assume we will walk away as proficient leaders. We must challenge ourselves every day to apply what we've learned. How many courses have you attended where you received a certificate for merely being in attendance? We want to challenge you as leaders to maximize your own potential daily and discover and cultivate the potential of those you lead.

Our most important resource is our personnel. Focusing on their development must be the organization's top priority. In a time where law enforcement is often in the news, almost daily for the wrong reasons, it is important to encourage the growth and development of our law enforcement leaders.

The leadership theories and accompanying strategies are presented by exploring both past and present incidents regarding police activities (inside and outside the organizations). Organizations focus significant resources on trying to hire the right people, so why do officers or leaders sometimes engage in questionable or unethical behavior? The simple answer is a break down in leadership. But it's far more complicated than that. We want to explore the leadership challenges you face as an individual, a leader, inside your teams, and as an organization.

We will cover a lot of information over three weeks – you'll be tired. This is one of those areas where you will get out of this course what you put into it. But I can promise you that if you come prepared to learn and engage with others, you'll gain some new tools, some great insights, and often – a renewed sense of purpose as a leader in your organization.

I look forward to meeting you, if I can provide any additional information, please contact me at 509-993-6684.

Stay safe,
Dave Mather



COURSE OBJECTIVES

Target Audience

Any public service personnel (sworn or civilian) that has a leadership element to their job. This can include those with positional leadership roles (chief, records manager, dispatch supervisor, field training officer) and those with practical leadership roles (police officer, school resource officer, records manager, etc.) **This particular offering of the class is targeted for civilian leaders, but sworn personnel will not be turned away.**

Course Outline

AREA 1: THE LEADER'S ROLE IN LEADING AND DEVELOPING THE INDIVIDUAL

- Individual Differences
- Generational Differences
- Attributions and Biases
- Expectancy Theory
- Goal Setting
- Motivation Through Consequences
- Cognitive Evaluation Theory
- Job Design
- Followership

AREA 2: THE LEADER'S ROLE IN LEADING AND DEVELOPING HIGH FUNCTIONING TEAMS

- Group Structural Dimensions
- Group Development
- Socialization
- Cohesion
- Developing Teams through Shared Decision Making
- Intergroup Conflict

AREA 3: UNDERSTANDING THE LEADER'S TOOLS

- Social Exchange
- Bases of Power
- Avoiding Favoritism
- Transactional Leadership
- Transformational Leadership
- Understanding and Mitigating Stress
- Communication and Counseling for Leaders



COURSE OBJECTIVES

AREA 4: THE LEADER'S ROLE IN LEADING AND DEVELOPING THE ORGANIZATION

- The Organization as an Open System
- Leading the External Environment
- Harnessing the Power of Culture
- Leading Change
- Creating Learning Organizations
- Ethics and the Healthy Organization

Learning Objectives

- Understand and apply modern behavioral science and leadership theories that enhance human motivation, satisfaction, and performance in the achievement of organizational goals.
- Learn frameworks to organize knowledge and experience into effective leader actions.
- Integrate course content into daily leadership practices.
- Develop and achieve personal leadership potential to the fullest.
- Inspire a lifelong commitment to the study and practice of effective leadership.





Authentic and Deliberate Leadership: The West Point Way

Faculty: [Dr. Dave Mather](#)

Online Access: By July 11, 2022

Residency Dates: October 3-7, 2022

Residency Address: Spokane County
Sheriff's Office Training Center –
6011 N Chase Road, Newman Lake,
WA 99025

Registration Link:

www.leirawa.org/westpointleadership

Local Contact: Cathy Munoz
509-498-9283

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