February 6-7, 2017
Hours: 0800-1630 each day
Hastings Police Department
317 South Burlington Avenue
Hastings, NE 68901

Who Should Attend?
All Law Enforcement Officials at All Levels

The Hastings Police Department
Presents
A Thomas & Means Total Quality Policing Seminar

Advanced Supervision & Management
Police Leadership in the Era of Accountability

Taught by Randy Means and Another of These Truly Expert National Class Instructors

Chief (Ret.) Curtis Spears
Former Chief of Operations and head of Professional Standards and training for the LASD. Nationally recognized expert in accountability and the proactive management of police discipline. Expert in both detention and field operations, he has taught Managing Police Discipline nationally for Thomas & Means for 15 years. Army veteran, degree from the University of Southern California, FBINA graduate.

Asst. Chief (ret.) Kipper Connell
32-year law enforcement veteran, retired as a Captain from the Pasco County (Florida) Sheriff’s Office, recently retired as Chief of Operations of the Seminole Tribe of Florida Police Department. Was chosen by the Florida Department of Law Enforcement to create and teach a variety of supervision, leadership, human relations and interpersonal skills courses for use in certified training throughout Florida.

Randy Means, J.D.

Captain (Ret) Greg Seidel
25-year police veteran and FBINA graduate, has led SWAT Teams, commanded Patrol and Investigative Divisions, and headed Professional Standards. Decorations include the purple heart and the combat cross. He teaches nationally in a variety of police leadership programs. 10 years with Thomas & Means.

Lt. (Ret) Brian Fitch, Ph.D.
A 34-year LASD veteran. 10 year faculty member in the psychology department of a state university. Author of more than 25 publications on leadership, supervision, ethics, and decision-making and teaches nationally and internationally in those areas. Thomas & Means ABLE Team member for nearly 20 years. Has supervised and managed in patrol, investigations and corrections.

“Randy’s experience as a military leader and three decades of full-time service to law enforcement gave him such special credibility with my staff that he could take them directly from learning to doing.”

- Sheriff (Ret.) Doug Gillespie
  Former Chief of Police
  Las Vegas Metropolitan Police Department

“Randy Means was a pioneer in the field of law enforcement risk management. His training was mandatory for our command staff, our internal affairs supervisors, and our advanced use of force trainers. In his field, the is simply the best.”

- Lee McCown, MPA
  Commander (Ret.), Risk Management Bureau,
  Los Angeles County Sheriff’s Department
Randy Means has provided training and consulting services to more law enforcement agencies across America than anyone else I know of. Based on actual experience, he probably knows more about what American law enforcement actually does than any of the so-called 'experts', academic or otherwise. His training is something special.

- Reece Trimmer
Harvard Law School Graduate and nearly 40 year full-time Police Legal Advisor

Advanced Supervision & Management
Police Leadership in the Era of Accountability

Course Description

This program deals with a variety of supervisory and managerial responsibilities that are non-negotiable. Supervisory styles can and will vary from supervisor to supervisor but adherence to certain key principles cannot. Leaders absolutely must put employees on clear notice of organizational standards. Those standards must be consistently enforced. Sanctions must be consistent and proportionate. This cannot vary from supervisor to supervisor; overarching consistency must be maintained from workgroup to workgroup. This requires a systemic approach to handling what historically was left to individual supervisory and managerial discretions. This seminar demonstrates the need for organizational solutions to organizational problems and emphasize roles and responsibilities of the various members of the leadership team—first line supervisors to senior administrators—with focus on accountability at all levels.

Topics Include

- Supervisory Roles and Responsibilities
- Assuring Consistent and Proportionate Discipline
- Strengthening Organizational Culture
- The Role of Policy in Organizational Function
- Professional Standards and Employee Morale
- Supervisor’s Role in Department Training
- Methods and Styles of Influence
- In-Service Training/Testing/Assessment
- Principles of Effective Leadership
- Goal Setting and Attainment
- Creating Accountability to Standards
- Proactive Disciplinary Tools
- Tools of Inspiration and Motivation
- Complaint Handling and Documentation
- Building and Maintaining Duty and Honor Values
- Routing and Analysis of Negative Information
- Proper Use of Supervisory Power
- Quality Control Methodologies
- Supervisory and Managerial Ethics
- Early Warning Signs and Systems
- Defining Supervisory Expectations
- Layers of Early Warning Criteria
- Managing Supervisory Discretion
- Fitness for Duty Issues
- Enhanced Supervision Techniques
- Brady and Giglio Problems and Policy
- Constructive Confrontation
- Strengthening Community Relations
- Handling Supervisory Disagreement with Policy
- Liability Prevention and Risk Management
- Achieving Needed Supervisory Buy In
- Reducing Fraternization and Nepotism
- Appropriate Role of Close Supervision
- Supervisory Roles and Responsibilities
- Defining and Dealing with “Misconduct”
- Human Relations Initiatives
- Keys to “Fairness” in Dealing With Employee
- Followership and Unity of Command
- Other Thomas & Means Seminars
- Advanced Leadership Skills Workshop
- Managing the Human Relations Function
- Hot Topics for Police Administrators
- Physical Readiness Programs and Standards
- Critical Thinking and Decision-Making
- Emotional Intelligence
- Managing Police Ethics
- Interpersonal Communication
- Mental Toughness: Optimum Tactical Mindset
- Managing Police Personnel Administration
- Managing Police Discipline
- Cultural and Human Diversity Management
- Advanced Supervision and Management
- Supercharging the Criminal Investigation Function
- Liability Prevention and Risk Management
- Criminal Interdiction for Patrol Officers
- Constitutional Sound, Bias Free Policing
- Recruitment and Selection of Police Officers
- Search and Seizure
- Managing Use of Force
- Interview and Interrogation
- Managing Emergency Vehicle Operation
- Federal Civil Rights Issues
- Effective Report Writing
- Federal Civil Rights Issues
- Courtroom Testimony
- Interview and Interrogation
- Stress Management
- Federa Civil Rights Issues
- Advanced Internal Affairs
- Advanced Forensic Interviewing

Professional consultation and customized training programs to meet your specific needs available upon request.

For more on our training programs and other professional services visit: www.thomasandmeans.com
Advanced Supervision & Management

Police Leadership in the Era of Accountability

Registration and Attendance

Five easy ways to register . . .

Online at www.thomasandmeans.com; Click on “Upcoming Seminars”;
Locate the Seminar and Location, and click on the location “Hastings, Nebraska”, and choose “Register” at the bottom of the page

Call: 704-895-5694, Ext. 11

Email: marissa@thomasandmeans.com

Fax this form to: 704-895-9034

Mail this form to: Thomas & Means, P.O. Box 2039, Huntersville, NC 28070

Advanced Supervision and Management     February 6-7, 2017
Co-Hosted by the: Hastings (NE) Police Department
Co-Host Agency Contact: Sergeant Brian Hessler
Phone: 402-461-2391     Email: bhessler@hastingspolice.org

Agency_____________________________________ Email __________________________________
Address _________________________________Phone _______________Fax __________________
City _________________________________________State ___________ Zip __________________
Contact: _____________________________Rank/Title ___________________________________

Participants (including rank or position): Additional forms may be used for additional locations or participants

Registration Date:  ______________________   Purchase Order #  ____________________________

Seminar Tuition: Registration fee for this two-day program is $200.00 per person. A written confirmation of the registration will be sent to the contact name listed. Seminar fee includes all instructional costs and seminar materials. Payment (or purchase order) must be received in advance for admission to the seminar. Make checks payable to: Thomas & Means. Additional Savings: Groups of three or more are $150.00 per person.

Refund and Substitution Policy: A refund, less an administrative fee of $30.00 per person, will be issued upon receipt of a written request at least 10 business days prior to the seminar. No refund will be made for a cancellation received less than 10 days in advance. We will gladly apply a registration fee to any of our future seminars or products. Substitutions may be made at any time.

Cancellation Policy: In the unlikely event of seminar cancellation, we will refund or credit your tuition fee.

Discount Lodging Available If Reserved with Hotel by January 5, 2017

Holiday Inn Express
3605 Cimarron Plaza
Hastings, NE 68901
402-463-8858 direct

Room Rate per Night $91.00

**Must mention Thomas and Means at time of registration to receive discount rate.**