

Public Safety Leadership

The West Point Way

Hosted by
Puyallup Police Department

CLASS DATES 2025

Week 1: Jan 27 - 31

Week 2: Feb 24 - 28

Week 3: Mar 17 - 21

LOCATION

WSU Extension
DF Allmendinger Center
2606 W. Pioneer Ave,
Puyallup, WA 98371

COST *(invoice for 2024 or 2025)*

\$2,000 / participant

CONTACT INFORMATION

Sergeant Dylan Rice
Training Coordinator
Puyallup Police Department
DRice@PuyallupWA.gov
(253) 435-3628

Big Ed



WhatsaMather Consulting, Inc.
Empowering you to transform the heart of your organization





****Meets the CJTC requirements for any level of Career Level Certification (First Level Supervision, Middle Management, or Executive Leadership) for law enforcement in Washington State.**

Public Safety Leadership: The West Point Way

This course challenges participants to bring their artful experience leading others at any level of the organization and combine it with behavioral science theories, improving the participant's ability to enhance their people's motivation, satisfaction, and performance.

This course is not intended to be theoretical; it is designed to be deliberately applied in the real world with people using contemporary challenges that need 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.

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

Public Safety Leadership: The West Point Way

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.).

OUTLINE

AREA 1: **Leading Individuals**

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

AREA 2: **Leading Teams**

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

AREA 3: **The Leader in the Leadership System**

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

AREA 4: Leading 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

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

CLASS SIZE

Up to 48: adult learning teams of up to eight members per team.

CLASS HOURS

- Total 120 hours
 - Week 1: 40 hours (Monday through Friday 0800-1630)
 - Week 2: 40 hours (Monday through Friday 0800-1630)
 - Week 3: 40 hours (Monday through Friday 0800-1630)
- There is pre-work reading required before the first day of class and homework most nights of the course.



Frank Scalise

Upon the conclusion of a twenty-year career in law enforcement, Frank began teaching leadership in 2014 throughout the United States and Canada. Leadership is a subject he has been passionate and deeply inquisitive about since early in his police career.

Frank rose to the rank of Major prior to retirement. He has a Masters of Science in Administration of Justice and a Bachelor's Degree in History. He is a graduate of the Southern Police Institute (Command College) and has experienced numerous leadership training programs. In addition to leadership instruction, Frank has taught multiple law enforcement-related topics at the Washington State Police Academy and several colleges and universities as an adjunct professor.

Frank is a prolific writer and award-winning author. His non-fiction includes a Police Report Writing textbook, a monograph regarding body cameras, and numerous course curricula for the police academy and a technical college on subjects such as Report Writing, Sexual Assault Investigation, Crime Scene Forensics, and Community Oriented Policing. Among his more than fifty works of fiction are many mystery titles, including police procedurals in which he often examines police-related experiences and issues.