



J.E Judd & Associates Inc.

LEADERSHIP COURSE TOPICS

DOCUMENT PROTOCOL - This subject will provide participants with an understanding of how to provide an efficient internal document handling system bearing in mind the ability of outside agencies to scrutinize internal systems (e.g. Freedom of Information Act, court subpoena etc).

The police leader today must ensure all documents kept in their respective organizations are retained for the right purpose and that content is relevant and appropriate. If accessed from an outside source, such documents would hold up to scrutiny and would not bring discredit upon their service. Accurate records provide a valuable resource for the community.

BUSINESS PLANNING - This subject will provide participants with principles of budgeting and skills to prepare a business plan.

In order to realize their vision the police leader needs a plan. This session provides the tools to develop a plan that will maximize the use of resources promote accountability and ultimately achieve outcomes.

CONFLICT MANAGEMENT - This subject will allow the candidate to demonstrate their skills in conflict management through theory review role-play and hands on activities.

A leader manages conflict constructively to achieve results, manage risks and foster creativity.

ASSESSING AND DOCUMENTING WORK PERFORMANCE - This subject exposes participants to a comprehensive work performance model and its application to a policing environment, emphasizing appropriate documentation and feedback, including implications relative to unsatisfactory work performance as stated in the Police Services Act.

As middle managers working in police services an understanding of work performance assessment is an essential element of managing people.

MANAGING ABSENCE AND RETURN TO WORK PROCESS - This subject emphasises the organizations requirements to accommodate effective return to work of employees who have been absent due to illness or injury.

Effectively managing a return to work plan for absent employees allows manager to fully utilize and respect their members.

DIFFERENCE BETWEEN LEADERSHIP AND MANAGEMENT - This session will review the various leadership theories and practices with a focus on the “servant - leadership” concept. Participants will have an opportunity to consider the “best practices” of both corporate and police leadership.

Police leaders must understand and value diverse leadership concepts to be effective in that role. Identifying the traits of outstanding leaders will assist the student to recognize the characteristics necessary to become an effective leader in the policing community.

LEADERSHIP AND CHANGE - This component will introduce students to concepts of change. Students will examine the implications of change on the individual, teams and the organization.

Change is a constant. Police leaders must be aware of, and develop skills to, adapt themselves and the organization in order to respond to and lead future change.

ETHICS IN LEADERSHIP - Making the right choices for the right reasons should be the goal of all police leaders. This component will provide students with the strategies and tools they need to ensure they and their organizations are achieving this goal.

Police leaders in Canada face daily challenges in ensuring they are responsible and accountable, and that they are maintaining the public's trust in their police organization. Different cultures, values and the rapid and constant change both within policing organizations and in the broader social, political and economic environments in which they operate require that police leaders ask the tough questions. Ethical leadership provides a solid foundation on which to base organizational decision-making.

STRATEGIC THINKING - Making the right choices for the right reasons should be the goal of all police leaders. This component will provide students with the strategies and tools they need to ensure they and their organizations are achieving this goal.

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IMPACT AND INFLUENCE - This component will encourage the student to develop their influencing skills so as to have a positive impact on organization's mission.

Leaders must have the ability to achieve results through others. Leaders should inspire others with the vision for the organization, empower them to take ownership and make the vision a reality. This includes, the ability to influence diverse groups and adapt one's leadership style to differing people and to organizational leadership needs.