



## DEDICATED TO THE IDEALS OF PROFESSIONAL POLICING

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### COURSE DESCRIPTION

First-line supervisors often are considered the most influential people in a police department. They are essential to the success of any agency, because they translate vision into action.

The Leadership Academy is recommended to those who are making the transition from street officer to sergeant. Likewise, it is an opportunity for more seasoned supervisors to revisit core management practices. It provides supervisors with knowledge and skills necessary for future performance.

Training for first-line supervisors may be the most important training in a law enforcement officer's career. It is a worthwhile investment both for new supervisors and for those who are being groomed for leadership positions.

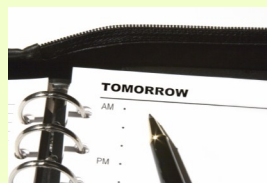
### Leadership Academy instructors from 2010-11 sessions

|                             |                                    |
|-----------------------------|------------------------------------|
| Sgt. Dan Athmann            | Burnsville PD                      |
| Captain Lenny Austin        | Columbia Heights PD                |
| Sergeant John Bernel        | Apple Valley PD                    |
| Chief David Ebinger         | Moorhead PD                        |
| Sgt. Ted Fischer            | Columbia Heights PD                |
| Chief Daniel Hatten         | Hutchinson PD                      |
| Asst. Attorney Peter Ivy    | Carver County Attorney's Offc.     |
| Lt. Mike Flaherty           | Richfield PD                       |
| Chief Mike Goldstein        | Plymouth PD                        |
| Lt. Ross Gullickson         | Three Rivers Park Dist. PD         |
| Atty. Peter Ivy             | Carver County Asst. Staff Attorney |
| Chief Phil Jones            | Cold Spring/Richmond PD            |
| Captain Mike Kirby          | Grand Forks PD                     |
| Chief David Kolb            | Champlin PD                        |
| Chief Wade Lamirande        | Cloquet PD                         |
| Capt. Matt Langer           | MN State Patrol                    |
| Chief Rick Mathwig          | Roseville PD                       |
| Sgt. Dan Malmgren           | St. Paul PD                        |
| Chief Hugo McPhee           | Three Rivers Park Dist. PD         |
| Deputy Chief Shannon Monroe | Moorhead PD                        |
| Chief Scott Nadeau          | Columbia Heights PD                |
| Deputy Chief Dan Plekkenpol | Plymouth PD                        |
| Sgt. Frank Roth             | Brooklyn Center PD                 |
| Deputy Chief Todd Sandell   | Richfield PD                       |
| Lt. Garrett Schloesser      | MN State Patrol                    |
| Sgt. Kevin Whitlock         | Three Rivers Park Dist. PD         |
| Sgt. Steve Wickelgren       | Minneapolis PD                     |

## Leadership Academy

### Camp Ripley

Tues.—Fri., December 6-9, 2011  
Mon.—Thurs., May 7-10, 2012



PROVIDING  
KNOWLEDGE AND SKILLS  
PRACTICED BY  
SUCCESSFUL SUPERVISORS

### TOPICS

26+ POST-APPROVED CREDITS

|                                    |                                       |
|------------------------------------|---------------------------------------|
| Chaos Response:<br>Lessons Learned | Evaluations/Performance<br>Appraisals |
| Complaint Sorting/Handling         | Leadership Skills/Legacy              |
| Critical Incidents                 | Making Heads Count                    |
| Data Practices                     | Motivation and<br>Team-building       |
| Disciplinary Process               | Supervisory Interventions             |
| Emotional Interventions            | Today's New Supervisor                |
| Ethical Considerations             |                                       |



Training will be held at Camp Ripley's  
Education Center.

## COMMENTS FROM PARTICIPANTS

- "This was absolutely the best training I have attended. The class was made with learning in mind. I felt like people cared that I was there and that it was important for me to learn."
- "Overall, the Academy was excellent. I arrived a skeptic and left with a genuine desire to improve my supervisory skills and the way I deal with and communicate with others. Highly recommend the Academy!"

- "The varied areas of lecture provided a very good overall package of information that I could take back to my agency; I definitely feel others in my department could benefit from the program."
- "Good battery recharge! I recognized things I need to do address in my daily work to be more of a leader than a manager."
- "This was my first training since being promoted. I feel it has prepared me for what I am going to see, and offered me practical tools that I can immediately put to use."
- "It has definitely been a mind-challenging experience. I have been a supervisor for 20+ years, but this stuff was all great. It was good to see that others have the same issues that we all do."

## ITINERARY AT-A-GLANCE

(Times are estimates, subject to change.)

|   |                                     |
|---|-------------------------------------|
| Days 1, 2 and 3                             |                                     |
| 8 a.m. – 12 noon (day 1 start is 9:50 a.m.) | Instruction<br>Lunch                |
| 1 p.m. – 6 p.m.                             | Instruction                         |
| 6 p.m. – 11 p.m.                            | Dinner and social<br>at Camp Ripley |
| Day 4                                       |                                     |
| 8 a.m. – 12:30 p.m. p.m.                    | Instruction                         |
| 12:30 p.m.                                  | Graduation                          |

### CANCELLATION POLICY

Individuals who cancel less than two weeks in advance may be subject to a fee of up to \$150 in order to cover administrative and training material costs. Substitutions may be made subject to the approval of the association's executive director. Individuals who do not attend the class nor honor the Cancellation Policy will be invoiced the full amount.



**Credits:** 26 or more POST-approved credits.

**Cost:** \$450 includes housing, meals, tuition and materials. Commuter rate is \$300 and includes lunch and dinner. Night prior to starting, optional lodging and breakfast (\$35 extra)

**REGISTRATION ONLINE** is preferred at [www.mnchiefs.org](http://www.mnchiefs.org), go to **Training**, then **Leadership Academy**.

**Payment:** The MCPA will issue an invoice AFTER the event, unless you request billing prior to training.

**Questions:** 651-457-0677