


# LAW ENFORCEMENT LEADERS TODAY



Enhancing  
performance  
through  
exceptional  
leadership.

**LEADon**

## About LEADon



Founded in 1998, LEADon is a highly respected organization with a special focus on law enforcement performance enhancement through transformational leadership development.

LEADon is based in Southern California. The LEADon team includes professionals with solid expertise in Individual, Organizational and Systems Psychology, as well as Psychological and Organizational Assessment for law enforcement agencies.

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Helping law enforcement agencies  
reach a higher level of performance.

## Heightened Expectations and Opportunities

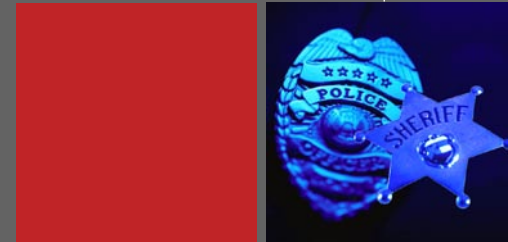
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Law enforcement agencies have transformed themselves over time to be far more than “peace-keeping” organizations, and today’s departments are composed of professionals whose roles have expanded beyond those of their predecessors.

Given the additional challenges of terrorism, globalization and technology, law enforcement is required to take on more responsibilities within communities. Because of these higher expectations, optimal leadership skills are critical.

The men and women of law enforcement by nature are held to a higher standard of performance, decision-making, self-leadership, and ethics. Those who lead these professionals must be well-trained, skilled and of the highest character.

Therefore, ongoing leadership development is essential to the growth and success of the law enforcement workplace. Successful leadership development programs are specifically designed with principle-driven strategies and tactics in mind.



## Enhancing Performance

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The LEADon team works with law enforcement agencies to substantially enhance performance through superior leadership skills. We provide officers and departments with a variety of developmental leadership opportunities that make them effective leaders in their organizations.

LEADon Workshops will help your law enforcement agency create a powerful work culture. They will also assist you in defining specific skill sets that will transform the leadership in your organization—with measurable and sustainable results. These workshops will provide the opportunity for immediate impact on the participants and will equip each leader with the ability to cascade the LEADon Leadership Principles and Skill Sets throughout your entire agency.

## LEADon Workshops

### **Five Dysfunctions of High Performance Departments:**

Explore and learn to avoid the barriers that keep employees from becoming productive team members within their departments.

**Leadership is...** : Understand the five components of Transformational Leadership so that you can successfully apply them within your law enforcement department.

**The DNA of Hall of Fame Leadership:** Learn to identify the specific characteristics of the “Five Star” employee to become the best and brightest leader.

**Situational Leadership:** Law enforcement leaders must be able to assess the competency and commitment of all their employees. Discover how you can utilize specific styles of leadership that will encourage the success of each member of your department.

**Leaders and Managers:** Learn the distinctions between Leading and Managing so that law enforcement men and women can effectively fulfill their roles and responsibilities.

**Cross-training:** There are seven vital areas of life that allow leaders to function at the highest level—both personally and professionally. Learn to master these areas and then mentor them to others.

**IQ vs. EQ:** Find out why today’s law enforcement departments need employees with a balance of IQ and EQ. Reduce your risk management issues when employees have competent EQ skills.

**United We Stand, Divided We Fall:** Unity is fundamental to any law enforcement agency. Increase your team’s motivation by applying the principles of “Unity”.

**Conflict Resolution:** The more success a law enforcement leader experiences, the more conflict he or she will encounter. Discover how committing to the “12 Steps of Conflict Resolution” will reduce conflict in the workplace and build a more cohesive team.

**Leading and Feeding:** Discover how effective law enforcement leaders Lead and Feed those in their professional care.

**Three B’s:** Learn to design and implement successful problem-solving solutions that are both sustainable and measurable.

**Personal Coaching:** Law enforcement leaders must be able to create an environment where they can mentor their employees. Find out how to provide opportunities for the professional growth and development of your team members.



# LEADon Leadership Principles for Law Enforcement Agencies

## **#1: Workplace Culture Impacts Productivity**

Research clearly shows that the workplace environment creates opportunities for any department to grow and develop. Successful law enforcement agencies must be specifically designed to reflect and apply solid leadership development principles and programs so that maximum productivity will occur.

## **#2: Leadership Must be Defined and Applied**

Transformational leadership must be specifically defined and applied for any organization to be successful. Every successful organization's leaders must demonstrate, mentor, role model, and cascade their leadership so that it resonates and replicates itself throughout the agency.

## **#3: Leaders are Developed Intentionally and Internally**

Productive departments intentionally develop their leaders internally. Since leadership skills are not innate, each department must teach its leaders to coach, mentor, and role model these principles into the daily lives of today's and tomorrow's leaders.

## **#4: Leaders Must Work with X and Y Generations**

Effective leaders must be able to understand today's generational differences and bridge the gap between them.

## **#5: Leadership Must be Aligned and Attuned**

Organizational success occurs when proper Alignment (agreeing intellectually on issues) and Attunement (being emotionally committed to each other) co-exist within the workforce.

## **#6: Personal and Professional Lives Must be Balanced**

Successful leaders must have a healthy balance between their work and personal interests. This balance will help them manage stress and pressure.

## **#7: Leadership is a Developmental Process**

Successful organizations practice regularly scheduled and ongoing leadership development.

## The Starting Point

Are you ready to take your agency's performance to the next level with exceptional leadership development?

Learn more about leadership at [www.LEADon.biz](http://www.LEADon.biz), or call us today at **858-592-0700** for a complimentary 45-minute consultation.

