



# DEPARTMENT OF EMERGENCY SERVICES & PUBLIC PROTECTION POLICE OFFICER STANDARDS & TRAINING

285 PRESTON AVE, MERIDEN, CT 06450 • (203) 427-2622

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To: Connecticut Chiefs of Police  
Connecticut Police Training Officers  
Connecticut State Police Resident Troopers  
Connecticut State Police Training Academy

From: William E. Tanner, III  
Field Services Training Division

Date: March 22, 2024

Subject: **Leadership**

Tuition: **No Cost**

## **COURSE ANNOUNCEMENT**

The Department of Emergency Services and Public Protection, Police Officer Standards and Training Council's Field Services Training Division, is offering a three-day (3) training seminar titled "**Leadership.**" This course is scheduled for **Tuesday, May 7, 2024, through Thursday, May 9, 2024**, from 8:00 A.M. to 4:00 P.M. at the Connecticut Police Academy, located at 285 Preston Avenue, Meriden, CT.

This course three-day course is for aspiring and new supervisors. Any officers contemplating leadership or new to a leadership role will benefit from an in-depth look at five basic areas: *communication, strategic thinking, empowerment, adaptability, and self-awareness*. Through the course participant's will, define their own leadership styles and tendencies focusing on magnifying strengths and strengthening weaknesses, Understand how to integrate emotional intelligence into leadership best practices, Explore the role in coaching and mentoring, and Learn how to effectively seek mentors for your own professional development.

### **Instructional Objectives**

1. Understand the critical principles of effective leadership
2. Increase self-awareness to recognize blind spots
3. Model effective interpersonal communication
4. Develop skills and strategies to help leaders build a team
5. Develop and influence team members to reach peak performance.
6. Learn concepts of empowerment and motivation.
7. Identify the evolving response stages to a conflict.

8. Identify use of communication techniques such as para-verbal and non-verbal in when diffusing employee conflicts.
9. Apply effective coaching techniques
10. Learn to define and align performance goals.
11. Explore and master the processes of delegating and driving motivation.
12. Explore the concepts of self-management, self-awareness, social awareness and relationship management

The class is limited to thirty (30) attendees. Please complete a registration form for each attendee from the web and email it to William Tanner at [william.tanner@ct.gov](mailto:william.tanner@ct.gov) **no later than close of business, Tuesday, April 16, 2024.** If you have any questions, please contact the Field Services Division at 203-427-2625.

Students successfully completing the course will receive Review Training Credit in the following area(s):

- Area 404      Stress Management
- Area 411      Conflict Management
- Area 703      Leadership

**There is no tuition for this course.** Lunch may be purchased at local restaurants. The uniform Dress Code for POST In-Service training (General Notice 23-02) will be in effect. We ask that all training supervisors inform assigned personnel that they are required to dress accordingly.

**Training Officers:** Please be sure to include your department email address and the **email AND POST ID (Sworn personnel) of the student to be enrolled** on all applications to ensure prompt communications of all in-service training matters.

**DISCLAIMER:** The Police Officer Standards and Training Council (POSTC) makes every effort, within its ability and resources, to provide the highest quality, most relevant in-service training programs available at minimum cost to all Connecticut police officers and agencies. However, POSTC does not provide legal advice, and does not endorse the accuracy or completeness of specific in-service training programs provided by each of its many contractors and training providers. The materials and opinions of individual providers offered during the course of in-service training are those of the instructor alone, and do not necessarily represent the position of the Police Officer Standards and Training Council or the State of Connecticut. Given the multitude of disparate factual scenarios with which law enforcement personnel are presented in the discharge of their official duties, students and sponsoring agencies are strongly advised and encouraged to seek the advice and counsel of their own legal advisors before implementing concepts or adopting specific measures discussed or recommended during in-service training sessions.

Training on the Web: [www.ct.gov/POST](http://www.ct.gov/POST)