



# C.M.F. Leadership Consulting & North Las Vegas Police Department

Present

## Leadership Effectiveness

For Individuals and Small Group Leaders

40-Hour Course



Clear, Meaningful, Focused Leadership Training

**Dates:** Monday - Friday, March 30 – April 3, 2015  
**Time:** 8:00 A.M. to 5:00 P.M.  
**Location:** North Las Vegas Police Department  
 2250 Las Vegas Blvd. North – 5<sup>th</sup> Floor, Room 521  
**Tuition:** \$350.00 per Person  
**Lodging:** Grand Hotel, 206 N. 3<sup>rd</sup> Street  
 Las Vegas, NV, 89101 Phone: 1-(866) 599-6674



Learn some effective one-on-one leadership skills to help motivate individuals and teams.

### What will the participants learn in this training session?

The Leadership Effectiveness for Individual and Small Group Leaders course is a very interactive, 40-hour, basic/introductory leadership course, based on behavioral and social science leadership theories and practices. This course focuses on three key leadership areas: **Leading Individuals**, **Leading Groups**, and **Understanding the Leaders Role/Authority/Power**, and gives the student a chance to explore their own leadership potential while developing proven leadership skill. This course has no prerequisites.

### Who are the best people to attend this training?

This course is designed to increase the leadership competency for those who are leaders of individuals or small groups (FTO, Trainers, Sergeants, Lieutenants, Dispatch and Records Supervisors, I.T. Managers), or anyone who is the leader of small groups of employees. This course is also a preparatory leadership class for those who are seeking to advance to a leadership position, or who have been placed in an acting leadership position.



Learn how to recognize what stage your teams are in and how to move them into performing



Learn how you can be **supportive** while still getting the employee to perform to expectations.

To enroll or find out more information please contact:

### CMF Leadership Consulting

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#### Chief Adam McGill - Chief of Police, Truckee Police Department said:

*"I brought in CMF Leadership Consultants to provide some comprehensive leadership training for my entire department. CMF was easy to work with and tailored the class to meet Truckee PD's specific needs. Chris and Craig rolled out a 40 hour course rich in realistic usable leadership curriculum along with a perfect mix of team building and retreat like management discussions. The feedback from my staff has been very positive with people feeling like the course really set us on a path from good to great. I highly recommend the 'Leadership Effectiveness' training course and CMF Leadership Consulting."*



## Why is it important to have different levels of leadership training?

**Simple....Different leadership levels have different perspectives, challenges, and require different solutions to deal with them.**

Leadership Function	Acting Leader/Front-line Supervisor		Mid-level Manager	Manager/Jr. Executive/V/P	Executive
Leadership of...	Self	Front-line and Small Team	Supervisors and Managers	Organizational Functions	Entire Organization
Functional Distinction	Self	1-on-1 and Small Teams	Multiple Teams/Divisions	Specific Org. Functions	Organizational Leadership
Leadership Development Challenges & Needs	Preparing for leadership management role  Learning and building leadership language and competencies within the organization  Increasing personal performance and effectiveness	Transition to supervisory role or individual or small team(s)  Learn relationship building to increase performance and handle conflict  Successfully solve problems and implement opportunities	Integrate with cross functional teams and understanding the interrelatedness  Control/understand organizational complexity  Manage internal politics  Promote ideas  Select/lead managers for high-performance teams	Create functional vision and build toward future goals  Coordinate cost/benefits of short-term and long-term goals and align organizational strategy to achieve organizational goals  Plan/organize specific function within the overarching organizational strategy	Determine/set organizational direction  Promote goal alignment across organizational functions  Grow commitment to performance goals  Develop and refine executive character
Appropriate CMF Leadership Development Course	➤ <b>Effective Leadership</b> ➤ <b>S.C.O.R.E. Counseling</b>		➤ <b>Effective Leadership</b> ➤ <b>S.C.O.R.E. Counseling</b> ➤ <b>Applicable Leadership</b>	➤ <b>Applicable Leadership for Organizations</b>	➤ <b>Applicable Leadership for Organizations</b>
Competencies Needed	<ul style="list-style-type: none"> <li>✓ Establish credibility</li> <li>✓ Leading with purpose</li> <li>✓ Deliver results</li> <li>✓ Commitment to achievement</li> <li>✓ Interpersonal capability and confidence</li> <li>✓ Flexibility</li> <li>✓ Endure uncertainty</li> <li>✓ Understanding of own self, values, culture and that of the organization</li> </ul>	<ul style="list-style-type: none"> <li>✓ Coaching and developing others</li> <li>✓ Performance counseling</li> <li>✓ Leading teams to achievement</li> <li>✓ Building/maintaining relationships</li> <li>✓ Resolving conflict to achieve goals</li> <li>✓ Delegation</li> <li>✓ Problem solving and innovation</li> <li>✓ Embracing changes</li> <li>✓ Adapting to cultural differences</li> <li>✓ Team Development</li> </ul>	<ul style="list-style-type: none"> <li>✓ Systems thinking/acting</li> <li>✓ Leading through organizational complexity</li> <li>✓ Skillfully Negotiating</li> <li>✓ Selecting and developing others</li> <li>✓ Risk taking</li> <li>✓ Change implementation</li> <li>✓ Leading diverse/dispersed teams and virtual teams</li> <li>✓ Building/maintaining flexibility</li> </ul>	<ul style="list-style-type: none"> <li>✓ Visionary</li> <li>✓ Getting results or result driven</li> <li>✓ Acting and thinking strategically</li> <li>✓ Creating engagement and commitment</li> <li>✓ Identifying innovation for future growth opportunities</li> <li>✓ Boundary spanning and cross-boundary working</li> <li>✓ Leading in global manner</li> </ul>	<ul style="list-style-type: none"> <li>✓ Create and articulate a workable vision</li> <li>✓ Create strategic alignment</li> <li>✓ Develop leadership talent that is strategically aligned with business strategy</li> <li>✓ Leading the culture of innovation</li> <li>✓ Being a catalyst for change</li> <li>✓ Leading outwardly toward the environment</li> </ul>



**S.C.O.R.E.® PERFORMANCE COUNSELING**

**“LEADERSHIP EFFECTIVENESS”**

**“PRINCIPLE LEADERSHIP”**

Line Employee	Supervisor	Manager	Executive
Task Completion	Task Implementation	Task Oriented	Goal Oriented
Focus on now	Focus on today/ Near Future Planning	Short-Intermediate Term Planning	Long-Term Planning
Working for now	Works for Today Near Future	Works in Present-Consider Future	Work in Future
Looks at specific Job Task Focus	Looks at specific Unit Function Focus	Looks Inward Organizational Focus	Looks Outward Environmental Focus
Represents Own Interest	Represents Line	Represents Units	Represents Organization
See a Piece or Pieces (Fractals)	Sees Pieces as Parts (Patterns)	Sees Parts as Functions of Whole	Sees Whole
Operator in Task Environment	Operates in Shift/Team Environment	Operates in Internal Political Environment	Operates in Internal and External Political Environment
Technical Operation	Technically-Oriented	Data/Function Oriented	Concept Oriented