



# The Hastings Police Department

Presents

## A Thomas & Means Total Quality Policing Seminar

# Advanced Supervision & Management Police Leadership in the Era of Accountability

Taught by Randy Means and Another of These Truly Expert National Class Instructors

### Chief (Ret.) Curtis Spears

Former Chief of Operations and head of Professional Standards and training for the LASD. Nationally recognized expert in accountability and the proactive management of police discipline. Expert in both detention and field operations, he has taught Managing Police Discipline nationally for Thomas & Means for 15 years. Army veteran, degree from the University of Southern California, FBINA graduate.



### Asst. Chief (ret.) Kipper Connell

32-year law enforcement veteran, retired as a Captain from the Pasco County (Florida) Sheriff's Office, recently retired as Chief of Operations of the Seminole Tribe of Florida Police Department. Was chosen by the Florida Department of Law Enforcement to create and teach a variety of supervision, leadership, human relations and interpersonal skills courses for use in certified training throughout Florida.



Randy Means, J.D.

Former Executive Officer on a small combatant naval vessel. Nearly 10 years in-house counsel to a major city police department. Former department head at a state law enforcement training center. For 20 years, he was primary legal and risk management instructor for the IACP and has spoken at 10 of its annual conferences, as well as at national conferences of the FBINAA, PRIMA, IPMA, and ILEETA, Past head of the National Association of Police Legal Advisors. Author of *Essential Law Enforcement Risk Management* and *The Law of Policing*.



### Captain (Ret) Greg Seidel

25-year police veteran and FBINA graduate, has led SWAT Teams, commanded Patrol and Investigative Divisions, and headed Professional Standards. Decorations include the purple heart and the combat cross. He teaches nationally in a variety of police leadership programs. 10 years with Thomas & Means.



### Lt. (Ret) Brian Fitch, Ph.D.

A 34-year LASD veteran. 10 year faculty member in the psychology department of a state university. Author of more than 25 publications on leadership, supervision, ethics, and decision-making and teaches nationally and internationally in those areas. Thomas & Means ABLE Team member for nearly 20 years. Has supervised and managed in patrol, investigations and corrections.

“Randy’s experience as a military leader and three decades of full-time service to law enforcement gave him such special credibility with my staff that he could take them directly from learning to doing.”

- Sheriff (Ret.) Doug Gillespie  
Former Chief of Police  
Las Vegas Metropolitan Police  
Department

**February 6-7, 2017**  
**Hours: 0800-1630 each day**  
**Hastings Police Department**  
**317 South Burlington Avenue**  
**Hastings, NE 68901**  
**Who Should Attend?**  
**All Law Enforcement Officials**  
**at All Levels**

“Randy Means was a pioneer in the field of law enforcement risk management. His training was mandatory for our command staff, our internal affairs supervisors, and our advanced use of force trainers. In his field, the is simply the best.”

- Lee McCown, MPA  
Commander (Ret.), Risk Management  
Bureau,  
Los Angeles County Sheriff's Department

# Thomas & Means

A Law Firm Dedicated

To Serving the

Law Enforcement

Profession

**“Randy Means has provided training and consulting services to more law enforcement agencies across America than anyone else I know of. Based on actual experience, he probably knows more about what American law enforcement actually does than any of the so-called 'experts', academic or otherwise. His training is something special.”**

- *Reece Trimmer*

*Harvard Law School Graduate  
and nearly 40 year full-time  
Police Legal Advisor*

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# Advanced Supervision & Management

## Police Leadership in the Era of Accountability

### Course Description

This program deals with a variety of supervisory and managerial responsibilities that are non-negotiable. Supervisory styles can and will vary from supervisor to supervisor but adherence to certain key principles cannot. Leaders absolutely must put employees on clear notice of organizational standards. Those standards must be consistently enforced. Sanctions must be consistent and proportionate. This cannot vary from supervisor to supervisor; overarching consistency must be maintained from workgroup to workgroup. This requires a systemic approach to handling what historically was left to individual supervisory and managerial discretions. This seminar demonstrates the need for organizational solutions to organizational problems and emphasize roles and responsibilities of the various members of the leadership team—first line supervisors to senior administrators—with focus on accountability at all levels.

### Topics Include

Supervisory Roles and Responsibilities	Assuring Consistent and Proportionate Discipline
Strengthening Organizational Culture	The Role of Policy in Organizational Function
Professional Standards and Employee Morale	Supervisor's Role in Department Training
Methods and Styles of Influence	In-Service Training/Testing/Assessment
Principles of Effective Leadership	Goal Setting and Attainment
Creating Accountability to Standards	Proactive Disciplinary Tools
Tools of Inspiration and Motivation	Complaint Handling and Documentation
Building and Maintaining Duty and Honor Values	Routing and Analysis of Negative Information
Proper Use of Supervisory Power	Quality Control Methodologies
Supervisory and Managerial Ethics	Early Warning Signs and Systems
Defining Supervisory Expectations	Layers of Early Warning Criteria
Managing Supervisory Discretion	Fitness for Duty Issues
Enhanced Supervision Techniques	Brady and Giglio Problems and Policy
Constructive Confrontation	Strengthening Community Relations
Handling Supervisory Disagreement with Policy	Liability Prevention and Risk Management
Achieving Needed Supervisory Buy In	Reducing Fraternalism and Nepotism
Appropriate Role of Close Supervision	Supervisory Roles and Responsibilities
Defining and Dealing with "Misconduct"	Human Relations Initiatives
Keys to "Fairness" in Dealing With Employee	Followership and Unity of Command

### Other Thomas & Means Seminars

Advanced Leadership Skills Workshop	Managing the Human Relations Function
Hot Topics for Police Administrators	Physical Readiness Programs and Standards
Critical Thinking and Decision-Making	Emotional Intelligence
Managing Police Ethics	Interpersonal Communication
Mental Toughness: Optimum Tactical Mindset	Managing Police Personnel Administration
Managing Police Discipline	Cultural and Human Diversity Management
Advanced Supervision and Management	Supercharging the Criminal Investigation Function
Liability Prevention and Risk Management	Criminal Interdiction for Patrol Officers
Constitutional Sound, Bias Free Policing	Recruitment and Selection of Police Officers
Search and Seizure	Managing Use of Force
Interview and Interrogation	Managing Emergency Vehicle Operation
Federal Civil Rights Issues	Effective Report Writing
Improving Your Policy Manual	Courtroom Testimony
Internal Affairs Nuts and Bolts	Stress Management
Advanced Internal Affairs	Advanced Forensic Interviewing

**Professional consultation and customized training programs  
to meet your specific needs available upon request.**

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[www.thomasandmeans.com](http://www.thomasandmeans.com)

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Risk Management

Liability Prevention

A Variety of Line

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Available on a

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## Advanced Supervision & Management Police Leadership in the Era of Accountability

### Registration and Attendance

#### Five easy ways to register . . .

Online at [www.thomasandmeans.com](http://www.thomasandmeans.com); Click on "Upcoming Seminars"; Locate the Seminar and Location, and click on the location "Hastings, Nebraska", and choose "Register" at the bottom of the page

Call: 704-895-5694, Ext. 11

Email: [marissa@thomasandmeans.com](mailto:marissa@thomasandmeans.com)

Fax this form to: 704-895-9034

Mail this form to: Thomas & Means, P.O. Box 2039, Huntersville, NC 28070

#### Advanced Supervision and Management February 6-7, 2017

Co-Hosted by the: Hastings (NE) Police Department

Co-Host Agency Contact: Sergeant Brian Hessler

Phone: 402-461-2391 Email: [bhessler@hastingspolice.org](mailto:bhessler@hastingspolice.org)

Agency \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_ Fax \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Contact: \_\_\_\_\_ Rank/Title \_\_\_\_\_

Participants (including rank or position): Additional forms may be used for additional locations or participants

Registration Date: \_\_\_\_\_ Purchase Order # \_\_\_\_\_

**Seminar Tuition:** Registration fee for this two-day program is \$200.00 per person. A written confirmation of the registration will be sent to the contact name listed. Seminar fee includes all instructional costs and seminar materials. Payment (or purchase order) must be received in advance for admission to the seminar. Make checks payable to: Thomas & Means. **Additional Savings: Groups of three or more are \$150.00 per person.**

**Refund and Substitution Policy:** A refund, less an administrative fee of \$30.00 per person, will be issued upon receipt of a written request at least 10 business days prior to the seminar. No refund will be made for a cancellation received less than 10 days in advance. We will gladly apply a registration fee to any of our future seminars or products.

Substitutions may be made at any time.

**Cancellation Policy:** In the unlikely event of seminar cancellation, we will refund or credit your tuition fee.

#### Discount Lodging Available If Reserved with Hotel by January 5, 2017

Holiday Inn Express

3605 Cimarron Plaza

Hastings, NE 68901

402-463-8858 direct

Room Rate per Night \$91.00

**\*\*Must mention Thomas and Means at time of registration to receive discount rate.\*\***