

Meeting the Leadership Challenges of Law Enforcement
“First Line Supervision”

Course Overview

Leadership has never been more critical—or more challenging—in law enforcement than it is today. With agencies facing unprecedented scrutiny, first line supervisors must demonstrate professionalism, ethical decision-making, and the ability to inspire their teams under pressure.

This course is designed for supervisors and aspiring leaders who want to sharpen their leadership skills, grow personally and professionally, and make a lasting impact within their organizations. Through case studies, self-assessment, and practical strategies, participants will gain the tools to navigate leadership challenges, motivate their teams, and foster a culture of accountability and trust.

Course Objectives

- **Leadership Primer** – Define leadership, examine the characteristics of great leaders, and explore the levels of leadership.
 - Born Leaders vs. Learned Leaders
 - Learning from Mistakes: “The Eraser Principle”
 - What every leader should stop doing
- **Leadership Case Study** – Analyze real-world leadership styles to identify strengths, weaknesses, and traits that lead to success or failure.
 - Desires vs. Abilities
 - Strengths vs. Weaknesses
 - Understanding what makes the greatest impact
- **Characteristics of Great Leaders** – Explore the traits and practices of effective leaders and how to apply them in law enforcement.
 - Goal setting, responsibility, work ethic, self-discipline
 - Cooperation, sacrifice, listening skills, morale, and legacy
 - Honesty, excellence, competition, and attitude
- **Winning Leadership** – Develop practical strategies to become a “winning leader.”
 - How to be a great boss
 - How to win subordinates’ trust immediately
 - How to avoid driving away your best employees
 - How to create loyalty, delegate effectively, and prioritize successfully
 - How to lead with courage

Legal and Liability
Risk Management Institute
700 N. Carr Rd., #595
Plainfield, IN 46168

Phone: 317-386-8325
FAX: 317-386-8228
www.llrmi.com



November 9, 10 & 11, 2026 • Jersey Village, Texas (Houston, Texas)



TRAINING SEMINAR
Meeting the Leadership Challenges
of Law Enforcement
“First Line Supervision”

November 9, 10 & 11, 2026
Jersey Village, Texas
(Houston, Texas)

SPONSORED BY:
Jersey Village Police Department
Jersey Village, Texas
TCOLE Credit Will Be Provided to Each Attendee

★ LLRMI Experienced Instructors ★

Make the Difference

Instructor
Rick Baker
Lieutenant (Retired)
Putnam County Sheriff’s Office
Cookeville, Tennessee

Register On-Line at: www.llrmi.com



Legal & Liability Risk Management Institute
James R. Alsup, Director
www.llrmi.com

Seminar Agenda

Monday, November 9, 2026

8:00 – 8:30 am

Registration

8:30 – 10:30 am

Leadership Primer Questions:
Born Leaders v. Learned Leaders?
Learning from your Mistakes, “The Eraser Principle”
What every Leader should stop doing!

10:30 – 11:30 am

Genuine Leadership - Real selfless leadership and the returns it brings!

11:30 am – 12:30 pm

Lunch (On Your Own)

12:30 – 4:30 pm

Winning Leadership - This block will cover the “How To” concept:
How to be a great boss!
How to win with your subordinates immediately!
How to “kill” your best employees!
How to create loyal employees!
How to delegate and not irritate!
How to prioritize effectively and successfully!
How to be a Courageous Leader!

Tuesday, November 10, 2026

8:00 – 10:00 am

Overview of LE Management v. Leadership

10:00 – 11:30 am

Successful Leadership - Study on motivations, expectations and achievement skills for the successful leader.

11:30 am – 12:30 pm

Lunch (On Your Own)

12:30 – 4:30 pm

Analyzing and Implementing Characteristics of Great Leaders – Goals, Responsibility, Work Ethic, Principled Leadership, Self-Discipline, Cooperation, Self-Improvement, Listening Skills

Wednesday, November 11, 2026

8:00 am – 12:00 pm

Analyzing and Implementing Characteristics of Great Leaders – Accepting Competition, Honesty, Excellence, ATTITUDE, Morale and Legacy

12:00 pm

Certificate Presentation

Instructor Bio

Rick Baker retired as a Lieutenant from the Putnam County Sheriff’s Office in Cookeville, Tennessee. During his 27-year law enforcement career, he supervised Corrections, Patrol, Training, and SWAT operations, while also providing specialized training to agencies across the country.

Rick has extensive experience teaching and lecturing for law enforcement professionals, including officers, court clerks, court officers, and elected officials. He has presented at numerous national and state conferences and has been called upon as an expert witness in several court cases.

He holds a Bachelor of Science degree from Lee University and a Master’s degree in Criminal Justice Management from Columbus University. Rick also maintains numerous instructor, training, and specialized certifications.

Throughout his career, Rick has coordinated training programs including Academy instruction, Instructor Development, Ethics, and Leadership. He previously served as President of the Tennessee Law Enforcement Training Officers Association.

Rick currently serves as the National Training Director for the Legal and Liability Risk Management Institute (LLRMI).

3 Ways to Register

Register Online at www.llrmi.com

Fax Form to:

317-386-8228

Mail Form to:

Legal and Liability Risk Management
700 N. Carr Rd., #595
Plainfield, Indiana 46168

Federal ID: 81-0692135

VISA

AMERICAN EXPRESS

MasterCard

If you have any questions please call: **317-386-8325**

❖PREPAYMENT IS NOT REQUIRED TO REGISTER❖

Upon receiving your registration we will send an Invoice to your department or agency. Checks, claim forms, purchase orders should be made payable to LLRMI.

Seminar Title:

Meeting the Leadership Challenges of Law Enforcement “First Line Supervision”

Seminar ID:

#17320

Dates:

November 9, 10 & 11, 2026

Registration Time:

November 9, 2026, 8 am

Instructors:

Rick Baker

Seminar Location:

Jersey Village Civic Center
16327 Lakeview Drive
Jersey Village, Texas 77040

Hotel Reservations:

Courtyard Marriott Houston NW
6708 Gessner Road
Houston, Texas 77040
1-832-786-6400
\$115.00 Single or Double (Plus Tax)

Group Code:

LLRMI - November
To receive special room rates, please identify yourself with this group code.

Registration Fee:

\$350.00
Meeting the Leadership Challenges of Law Enforcement “First Line Supervision” Training, **Printed Training Manual** and Certificate of Completion

Legal & Liability Risk Management Institute

James R. Alsup, Director

www.llrmi.com

Registration Form – Meeting the Leadership Challenges of Law Enforcement “First Line Supervision” #17320

Names of Attendees

1. _____

3. _____

2. _____

4. _____

Agency _____

Invoice To Attention of: (Must be completed.) _____

Address _____

City _____ State _____ Zip _____

Email _____ Phone _____ Fax _____