

Leadership Skills for Today’s Jail/Correctional Officers

Course Overview

This course provides correctional supervisors and leaders with the essential knowledge, skills, and strategies to lead effectively in a high-risk custodial environment. Emphasis is placed on leadership fundamentals, decision-making, liability reduction, staff accountability, and ethical leadership.

Course Objectives

By the end of this course, participants will be able to:

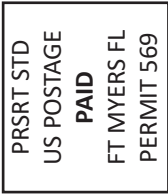
- 1. Define effective leadership and distinguish between a manager and a leader
- 2. Identify key leadership traits and apply them in a corrections setting
- 3. Demonstrate decision-making strategies in high-risk situations
- 4. Recognize leadership liabilities and apply prevention strategies
- 5. Apply appropriate leadership styles based on situations and personnel
- 6. Utilize coaching and corrective action effectively
- 7. Implement policy and procedures with accountability
- 8. Strengthen staff morale, motivation, and ethical conduct
- 9. Evaluate the impact of their leadership on organizational culture and safety



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

December 14 & 15, 2026 • Pharr, Texas



TRAINING SEMINAR

Leadership Skills for Today’s Jail/Correctional Officers

December 14 & 15, 2026
Pharr, Texas

SPONSORED BY:

South Texas College Regional Center for
Public Safety Excellence
Pharr, 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, December 14, 2026

8:00 – 8:30 am	Registration
8:30 – 10:00 am	Foundations of Effective Leadership • Leadership vs. management • Characteristics of effective correctional leaders • Leadership expectations in corrections • Self-assessment of leadership strengths and weaknesses
10:00 am – 12:00 pm	Leadership Traits and Styles in Corrections • Essential leadership traits • Situational leadership concepts • Adapting leadership approaches to staff needs • Leading diverse teams
12:00 – 1:00 pm	Lunch (On Your Own)
1:00 – 3:00 pm	Decision-Making in High-Risk Environments • Critical thinking and problem-solving • Risk assessment and situational awareness • Decision-making under stress • Incident response leadership
3:00 – 4:30 pm	Leadership Liabilities and Ethical Responsibilities • Common leadership pitfalls • Liability issues in correction • Ethical decision-making • Professional accountability

Tuesday, December 15, 2026

8:00 – 10:00 am	Coaching, Mentoring, and Corrective Action • Coaching versus counseling • Providing constructive feedback • Performance improvement strategies • Progressive corrective action
10:00 am – 12:00 pm	Accountability Through Policy and Procedure • Leadership responsibility for policy compliance • Communicating expectations

1:00 – 3:00 pm	Building Morale, Motivation, and Organizational Culture • Documentation and follow-up • Consistency and fairness in enforcement • Factors affecting morale in corrections • Employee engagement and recognition • Building trust and credibility • Creating a positive workplace culture Activities: • Team-building exercise • Culture assessment activity • Group discussion on leadership influence
3:00 – 4:30 pm	Leadership Impact on Safety and Organizational SuccessTopics: • Leadership’s role in institutional safety • Culture, accountability, and performance • Developing a personal leadership action plan • Course review and key takeaways
4:30 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



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:	Leadership Skills for Today’s Jail/Correctional Officers
Seminar ID:	#17287
Dates:	December 14 & 15, 2026
Registration Time:	December 14, 2026, 8 am
Instructors:	Rick Baker
Seminar Location:	South Texas College Regional Center for Public Safety Excellence 3901 S. Cage Blvd. Pharr, Texas 78577
Hotel Reservations:	Courtyard by Marriott McAllen Airport 2131 South 10th St. McAllen, Texas 78503 1- 956-668-7800 State Gov’t Rate
Group Code:	State Gov’t Rate - Must show State Gov’t ID at check in to receive rate

Registration Fee:	\$325.00 Leadership Skills for Today’s Jail/Correctional Officers Training, Printed Training Manual and Certificate of Completion
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Legal & Liability Risk Management Institute
James R. Alsup, Director
www.llrmi.com

Registration Form – Leadership Skills for Today’s Jail/Correctional Officers #17287

Names of Attendees

1. _____

2. _____

3. _____

4. _____

Agency _____

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

Address _____

City _____ State _____ Zip _____

Email _____ Phone _____ Fax _____