Mastering the Leadership Challenges of Law Enforcement

Course Overview

Leadership in law enforcement has never been more challenging or more important. Today's law enforcement leaders must navigate increasing public scrutiny, evolving workforce expectations, complex legal requirements, and rapidly changing organizational environments. Effective leadership requires more than authority; it demands professionalism, ethical decision-making, adaptability, and a commitment to continuous growth.

This course is designed for current and aspiring law enforcement leaders who are committed to developing their leadership capabilities and positively influencing their organizations. Participants will explore proven leadership principles, supervisory responsibilities, organizational dynamics, and practical strategies for leading with integrity and effectiveness.

Through discussion, reflection, and real-world application, attendees will strengthen their ability to motivate others, manage challenges, and foster a culture of accountability and excellence.

Course Objectives

- Upon successful completion of this course, participants will be able to:
- Recognize the critical need for effective leadership in modern law enforcement organizations
- Understand that leadership skills, traits, and behaviors are developed through learning, experience, and intentional practice rather than being solely innate characteristics
- Identify the legal, organizational, and workforce-related factors that establish boundaries and expectations for contemporary supervisors and leaders
- Develop a greater understanding of personality differences, including individual strengths, weaknesses, motivations, priorities, and fears to improve communication and leadership effectiveness
- Examine various leadership theories and styles and determine their appropriate application based on organizational needs, situations, and workforce dynamics
- Understand how generational and cultural differences influence workplace expectations, communication, and organizational effectiveness
- Recognize the human dynamics associated with organizational change and apply strategies to successfully lead, manage, and implement change initiatives
- Effectively address and supervise toxic or underperforming employees whose behaviors negatively impact morale, performance, organizational culture, and agency liability
- Apply practical leadership development strategies and daily habits that promote continuous growth and enhance leadership effectiveness
- Understand supervisory responsibilities related to risk management, accountability, and liability reduction while improving employee performance and organizational outcomes
- Conduct and manage citizen complaints professionally, including complaint intake, investigation, resolution, and referral procedures when appropriate
- Identify and demonstrate the characteristics of exceptional leaders, including accountability, strong work ethic, integrity, goal setting, and commitment to organizational success

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March 22, 23, 24, 25 & 26, 2027 • LaPlace, Louisiana

TRAINING SEMINAR

Mastering the Leadership Challenges of Law Enforcement

March 22, 23, 24, 25 & 26, 2027
LaPlace, Louisiana

SPONSORED BY:
Louisiana Chapter FBINAA &
St. John Parish Sheriff's Office
LaPlace, Louisiana

This course will qualify for the FBINAA **LA Chapter** Leadership Certification Program

★ **LLRMI Experienced Instructors** ★

Make the Difference

Instructor

Steve Kellams
Captain (Retired)
Bloomington Police Department
Bloomington, Indiana

Brian Batterton, Attorney
Major (Retired)
Cobb County, GA Police Department

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, March 22, 2027 - Steve Kellams

8:00 – 8:30 am	Registration
8:30 – 9:30 am	Introduction
9:30 – 11:00 am	Identifying the Toxic Employee
11:00 am – 12:00 pm	Hiring Process and Backgrounds
12:00 – 1:00 pm	Lunch (On Your Own)
1:00 – 4:30 pm	Role of the Manager/Supervisor

Tuesday, March 23, 2027

8:00 – 9:00 am	**Steve Kellams** • Performance Evaluations, Training, and Investigations
9:00 – 10:00 am	• Supervisor Liability Failure to Supervise, Investigate, and Train
10:00 am – 12:00 pm	• Tips and Tactics to deal with the Toxic Employee
12:00 – 1:00 pm	Lunch (On Your Own)
1:00 – 4:30 pm	**Brian Batterton** • Supervisor Liability - Understand the liability of law enforcement - Identify sources of liability - Apply strategies for avoiding liability

Wednesday, March 24, 2027 - Brian Batterton

8:00 am – 12:00 pm	• Key Legal Cases - Recognize critical cases every supervisor should know to avoid lawsuits • Importance of Policy - Develop and maintain effective policies and procedures - Implement training, supervision, and performance management - Conduct policy review and revisions
12:00 – 1:00 pm	Lunch (On Your Own)
1:00 – 4:30 pm	• 12 High-Risk Critical Tasks that get us Sued - Use of Force - Pursuits / Emergency Vehicle Operations (EVOC) - Search, Seizure, and Arrest - Care, Custody, Control, and Restraint of Prisoners - Domestic Violence - Off-Duty Conduct - Sexual Harassment, Discrimination, and Misconduct - Selection and Hiring - Internal Affairs - Special Operations - Responding to the Mentally Ill - Property and Evidence

Thursday, March 25, 2027 - Rick Baker

8:00 – 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!

Friday, March 26, 2027 - Rick Baker

8:00 – 10:00 am	Overview of LE Management v. Leadership
10:00 am – 12:00 pm	Successful Leadership - Study on motivations, expectations and achievement skills for the successful leader.
12:00 pm	Certificate Presentation

Registration Form – Mastering the Leadership Challenges of Law Enforcement #17525

Names of Attendees

1. _____ 3. _____

2. _____ 4. _____

Agency _____

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

Address _____

City _____ State _____ Zip _____

Email _____ Phone _____ Fax _____

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:	Mastering the Leadership Challenges of Law Enforcement
Seminar ID:	**#17525**
Dates:	March 22, 23, 24, 25 & 26, 2027
Registration Time:	March 22, 2027, 8 am
Instructors:	Steve Kellams, Brian Batterton and Rick Baker
Seminar Location:	Lloyd B. Johnson Law Enforcement Center 947 Cambridge Drive LaPlace, Louisiana 70068
Hotel Reservations:	Holiday Inn Express 4284 Highway 51 LaPlace, Louisiana 70068 1-985-618-1600 State Gov't Rate (plus tax)
Group Code:	**State Gov't Rate - Must show State Gov't ID** at check in to receive rate
Registration Fee:	$550.00 Includes Mastering the Leadership Challenges of Law Enforcement Training, **Printed Training Manual** and Certificate of Completion

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James R. Alsup, Director

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