About the course

POLICE EXECUTIVE & ADMINISTRATIVE LEADERSHIP SCHOOL

This 15 day (3 week) Police Executive and Administrative Leadership School (PEALS) addresses the need for intensive management curriculum that is cost effective. The PEALS school is designed to enhance the operational and conceptual leadership skills of current and future "top dogs" within the law enforcement community. The training program is designed to combine substantive lecture presentations with practical exercises and problem solving project work to confront the issues critical to law enforcement managers and executives. Each student is eligible to earn 8 undergraduate college semester credit hours from Cleveland State University.

About the Topics:

- **Human Resource Management Issues** (14 hrs) – an overview of labor relations/grievance handling, discipline, Garrity & Weingarten rules, contract negotiations and the HRM function
- **Administrative Law Issues for Police** (2 hrs) – review of FLSA, ADA, ADEA, FMLA, Harassment, Discrimination, Pregnancy discrimination
- **Administrative Investigations/Internal Affairs (**8 hrs) – how to conduct administrative investigations, lesson learned, management and labor issues, the internal affairs function
- **Managing and Motivating a diverse employee population** (8 hrs) – motivational techniques to obtain the best and most productive employee, generation differences
- **Community Policing (**8 hrs) – study of the evolution of community oriented policing and problem solving philosophies, the need to change from traditional police responses to crime and disorder to strategies that emphasize community partnerships, an examination of case studies
- **Core Values and Character Based Education** (6 hrs) – foundations of performance in today's police agency using training cognitive states, improvement through character based education & values
- **CALEA Review and Preview** (2 hrs) – certification process, benefits, detriments & financial concerns
- **Training and Organizational Viability** (5 hrs) – thorough analysis of the training function and the management of the training function, legal considerations, links between the training function and the strategic management of the organization
- **Civil Liability Issues and Racial Profiling** (16 hrs) – key concepts in civil liability with a focus on common areas for lawsuits to include use of force, police pursuit, search & seizure, arrest, fail to train, sexual harassment, & racial profiling (biased based policing); case law decisions
- **Crucial Conversations – Tools for Talking when the Stakes are High** (8 hrs) - designed to foster an organizational culture that opens an honest dialogue between all employees in order to enhance their commitment to the core values and to improve decision making and morale.
- **Police Community Relations – Building Trust** (8 hrs) - in lieu of the large amount of anti-police rhetoric and discussion about defunding or re-imagining the police, strategies for building trust within our communities utilizing various concepts, ideas and strategies will be developed, project work
- **Leadership and Ethics** (16 hrs) – ethical and integrity issues affecting law enforcement, history of corruption, methods to prevent or detect corruption, ethical decision making, leadership styles, characteristics of effective leaders, developing and implementing leadership teams, project work
- **How to Prepare for and participate in an Executive Assessment Center** (8 hrs) – the assessment center process, assessment center matrix, history of simulations, guidelines and ethical considerations, competing constituencies
- **Professional Media Relations** (8 hrs) – how to effectively and efficiently deal with the media during critical incidents or other situations, developing a proactive approach, practical exercises

About the Instructors

INSTRUCTIONAL CADRE:
Over 200 years of combined law enforcement experience)

Mike Dugan
B.A., Retired Cleveland PD Commander; former Chief of Police - Independence PD and Notre Dame College Director of Security

Toby Smith
B.A., Enrolled in Master's Program; Retired OSHP Sergeant; OSHP Academy Supervisor

John Majoy
B.A.; M.S.; Chief of Police – Newburgh Heights Police Dept.; FBI NAGrad; CLEE certified; Adjunct Professor – Tiffin Univ & BGSU

Michael L. Kilbane
B.S., M.S., Chief of Police – Independence Police Department, former Captain North Olmsted Police Department

Thomas Wetzel
AAS – Criminal Justice, Chief of Police – Richmond Heights PD; former Lieutenant– Beachwood Police Department

Susan M. Rance
Retired OSHP Staff Lt.: Southern Police Institute AOC Graduate

Denise DeBiase
B.S. Lieutenant – Richmond Heights PD; PELC graduate; CLEE certified

William D. Healy
B.G.S., M.S., Director – North Coast Polytechnic Institute, retired OSHP Staff Lt.: Southern Police Institute AOC Graduate

REGISTRATION INFORMATION

Name _____

Agency _____

Address _____

City __ _____ State _____

Zip _____ Phone _____

FAX _____ *e-mail* _____

REGISTRATION FEE:
$1800.00

**Approved for 8 College Semester Hours
Cleveland State University**

Training Site:

**Cleveland Metroparks Police Department
4600 Valley Parkway
Fairview Park, Ohio**

4 WAYS TO REGISTER:

On Line: www.ncpi-ohio.com

Mail: **North Coast Polytechnic Institute
Attn: William D. Healy, Director
6688 Steinbeck Court
North Ridgeville, Ohio 44039
Phone (440) 353-0796**

e-mail: *info@ncpi-ohio.com*
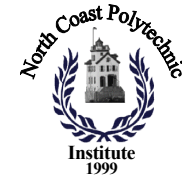
Fax: **(440) 353-0797**

**For further training information:
www.ncpi-ohio.com**

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P E A L S

P . . . *POLICE*

E . . . *EXECUTIVE*

A . . . *ADMINISTRATIVE*

L . . . *LEADERSHIP*

S . . . *SCHOOL*

Hosted by:
Cleveland Metroparks Police Department

PEALS 2 0 2 1

3 Week Training Seminar

MARCH 1-5, 2021

April 5-9, 2021

MAY 3-7, 2021

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