



Institute for  
**LAW ENFORCEMENT  
ADMINISTRATION**

## Schools of Law Enforcement Leadership



### Four-week School of Police Supervision

*First-line and middle-level supervisors will find this course instrumental in transitioning from "street policing" to management*

*"This was absolutely the best training that I have attended. Excellent school!!!"*

- Sergeant Roy Hudson  
Fort Worth Police Department, Texas

### Eight-week School of Executive Leadership

*Prepares senior-level law enforcement for leadership in the complex world of public executives*

*"...you will receive an education about policing and, even better, the enthusiastic exchange of ideas that bring moments of inspiration and insight that will make you a better servant to your community when you return home."*

- Lieutenant Kris Sell  
Juneau Police Department, Alaska



ILEA is an Institute of  
**THE CENTER FOR AMERICAN  
AND INTERNATIONAL LAW**

# SCHOOL OF EXECUTIVE LEADERSHIP

## Key Topics

- Budgeting and Financial Management
- Building and Leading Effective Teams
- Communication in Organizations
- Creating a Culture of Integrity
- Crisis Media Management
- Critical Thinking in Leadership
- Executive Leadership
- Executive Writing Skills
- Followership
- Leadership Ethics
- Legal Issues for Managers
- Managerial Assessment of Proficiency (MAP)
- Problem-Solving Skills Development
- Recruiting and Hiring for Quality
- Research Methods in Public Service
- Servant Leadership
- Strategic Planning
- Tools for Continuous Improvement

## Tuition

Includes all instruction, materials and books. Participants are required to bring a laptop.

Lodging and meals are excluded.

- For tuition rates, please visit [theilea.org](http://theilea.org)

*“Excellent course - provided ability to make new contacts for future resources. ...instructors were very good at ensuring we completely understood the material.”*

- Lt. Bryan Sherman  
Dallas County Sheriff's  
Department, TX



## Overview

From its inception in 1957, the mission of the Institute for Law Enforcement Administration (ILEA) has been to provide quality educational programs designed to enhance the professional development of law enforcement leaders at all levels.

As ILEA's flagship program, the School of Executive Leadership is an intensive eight-week (240 hours) course designed to prepare senior-level law enforcement managers for executive leadership in the complex world of public safety administration. It has six main components:

- 1. Police Administration:** Using case studies, questions and discussion, participants will examine the functions of police management, strategic planning, personnel development, futures theory and various other executive-level topics designed to prepare them for the mantle of leadership.
- 2. Ethical Leadership:** Using the classics as a backdrop, participants will acknowledge their own ethical decision-making process, ethical values, principles, and codes of conduct, and will learn how to communicate these thoughts throughout their organization. This course intends to solidify their thoughts about choosing the right and noble act and becoming a leader of integrity and professionalism.
- 3. Multi-Cultural Policing:** This course will provide practical knowledge and skills to help promote positive cross-cultural community relationships. Participants will learn strategies to effectively manage police-community contacts as well as internal workforce relationships. Additionally, participants will learn methods for developing and maintaining a reality-based human relations training program for their own organization.
- 4. Capstone Research Project:** Participants are assigned to teams and given a consulting project provided by local law enforcement agencies. The team conducts research and prepares a final thesis-level report for the requesting agency, along with an oral presentation of the finding. This project is conducted under the guidance of University of North Texas Criminal Justice faculty.
- 5. Executive Leadership Lecture Series:** Participants will have the privilege to learn from a variety of internationally-known experts in the field of law enforcement, law, philosophy, military and business.
- 6. Emerging Law Enforcement Technology:** This session exposes attendees to the latest technology being utilized by U.S. police organizations. Technology such as Google Glass, the use of drones, the latest in-car cameras, license plate readers, records management systems and body cameras will be among the items under discussion. Legal implications of the use of this technology will also be addressed. Where possible, some items will be available for class activities.

## Who Should Attend?

Sworn and civilian senior-level law enforcement managers and administrators with an interest in organizational improvement, professional development and career enhancement.

## The Capstone Project

Participants work in teams on a consulting project in a law enforcement agency. They experience interviewing agency personnel, conducting research, undertaking literature review and formulating recommendations which are then presented in a written report and an oral presentation.

## Off-Site Team Building and Cultural Field Trips

Participants will take part in a one-day off-site team building experience designed to develop a range of leadership abilities including goal setting, delegation, time management, effective communication and teamwork. In addition, cultural field trips will be included in the curriculum to destinations such as the Dallas Holocaust Museum.

## College Credit

ILEA has partnered with the following universities to offer up to nine semester hours of college credit and program certificates. These are valuable in themselves and also count toward further college credentials.

- Tarleton State University
- University of North Texas
- University of Oklahoma
- University of Texas at Dallas

## Core Faculty

Nationally-known faculty representing colleges, universities, criminal justice agencies and government entities from across North America provide an unmatched learning experience. The credentials, broad experience, and outstanding teaching ability of this instructional team make the School of Executive Leadership a challenging and demanding course of study.

- **Roy E. Alston, Ph.D.**, Lieutenant, Dallas Police Dept.
- **Theron L. Bowman, Ph.D.**, Deputy City Manager, City of Arlington, TX
- **Alejandro (Alex) del Carmen, Ph.D.**, Executive Director, School of Criminology, Criminal Justice, Tarleton State University, Fort Worth
- **Eric J. Fritsch, Ph.D.**, Chair, Department of Criminal Justice, University of North Texas, Denton
- **Mark R. Hafner, M.P.A.**, City Manager, City of Keller, TX
- **Brian E. Harvey**, Chief, Allen Police Dept., TX
- **Richard N. Holden, Ph.D.**, Scholar-in-Residence, ILEA
- **David N. James**, Chief (Ret.), Carrollton Police Dept., TX
- **John Jones, Ph.D.**, Ottawa, Ontario, Canada
- **J. Eric Kowalczyk**, Former Captain, Baltimore Police Dept., MD
- **Doug Kowalski, M.S.**, Chief, Prosper Police Dept., TX
- **Laura Liswood, J.D.**, Secretary General, Council of Women World Leaders and Author
- **Timothy J. Longo, Sr., J.D.**, Chief (Ret.), Charlottesville Police Dept., VA
- **Thomas E. Meloni, Ph.D.**, Assistant Professor, Western Illinois University
- **Michael J. Mirarchi, J.D.**, Attorney and Employment Relations Consultant, Plano, TX
- **John M. Ray, Ph.D.**, Assistant Chief, Victoria Police Dept., TX
- **Gregory Smith, M.A.**, Director, ILEA
- **Warren Spencer, J.D.**, Attorney at Law, Euless, TX
- **Mac Tristan**, Chief, Coppell Police Dept., TX



# SCHOOL OF POLICE SUPERVISION

## Key Topics

- Professional Writing
- Role Identification and Transition
- Motivation and Counseling
- Servant Leadership
- Media Relations
- Team Building (ROPES)
- Leadership and Communication Styles
- Ethics in Law Enforcement
- Diversity for Law Enforcement
- Honoring Boundaries
- Fair Labor Standards Act (FLSA)
- Statistics for Law Enforcement
- Legal Issues: Case Law Update and Supervisory Responsibility
- Reset the Clock: Replace Liability with Credibility
- Fierce Conversations
- Stress Management
- Procedural Justice and Police Legitimacy

## Tuition

Includes all instruction, materials and books. Participants are required to bring a laptop.

Lodging and meals are excluded.

- For tuition rates, please visit [theilea.org](http://theilea.org)

*"This was a great school. It gave me a great deal of confidence in my new supervisory role."*

- Sgt. Jeff Inmon  
Frisco Police Department, TX



## Overview

This four-week school is designed for first-line supervisors and middle-level management. It should be of interest to law enforcement agencies concerned with the professionalism of their management team. The curriculum focuses on the transition from "street policing" to the challenges of the fast paced and fluid world of law enforcement leadership, including the social and personal adjustments.

This course will meet the basic requirements established by TCOLE for the preparation of new supervisors for their supervisory role. Successful graduates of this program will receive credit for TCOLE New Supervisor's Course 3737.

## Sessions

**Ethics in Law Enforcement:** A range of issues are examined affecting the ethical climate in organizations, and strategies for positive movement in that arena. Against the backdrop of "street ethics," participants will have an opportunity to learn and utilize several models for ethical decision-making as an antidote for ethical difficulty in law enforcement.

**Legal Issues:** Case Law Update and Supervisory Responsibility. Insights are provided on a range of personal and organizational responsibilities related to law enforcement supervision, with a special emphasis on supervisor liability. Additionally, students will receive a refresher in Arrest, Search and Seizure and Civil Rights Law.

**Servant Leadership:** Presented as an informal group-discussion based on the concepts developed by the Robert K. Greenleaf Center for Applied Ethics with emphasis on increased service to others, a holistic approach to work, promoting a sense of community and the sharing of power and decision-making.

**Reset the Clock:** Replace Liability with Credibility. Specific and practical advice is provided on how to minimize the risks of day-to-day management; foster a harmonious working environment; and protect your departmental and personal assets.

**Diversity for Law Enforcement:** Practical knowledge and skills are provided to enhance positive cross-cultural community relations. Participants will learn strategies that will aid in effectively managing police-community contacts.

**Leadership Styles and Communication:** Behavioral Analysis using The Presidential Method - (TPM) is based on Carl Jung's theory of psychological type. Through this system, managers, supervisors, and leaders will gain much insight into human nature and what cause's people behave the way that they do. Additionally, participants will be provided tools for assessing type and skills for facilitating communication, reducing conflict and building esteem.

## Who Should Attend?

This program is aimed at newly promoted sworn and civilian supervisors; however, veteran supervisors in need of basic supervisory training will also find this course beneficial.

Learn more at [theilea.org](http://theilea.org)

# ABOUT ILEA

## ABOUT ILEA

Established in 1957, the **Institute for Law Enforcement Administration** (ILEA), part of The Center for American and International Law (CAIL), provides courses, seminars and workshops for police and sheriff's agencies both nationally and internationally.

From the eight-week School of Executive Leadership, the four-week School of Police Supervision to our one-day programs, ILEA's mission is to improve the quality of justice by developing law enforcement leaders and practitioners through premier professional education and technical support. ILEA instructors and facilitators are among the best experts in

## MEMBERSHIP

ILEA membership is available to city, county, state and federal enforcement organizations. Dues are based on the number of sworn and civilian law enforcement personnel in the agency. ILEA membership offers multiple benefits:

- **Discounted Education and Training:** Receive reduced tuition rates on the educational opportunities offered annually.
- **Networking:** Connect with current and upcoming police leaders from around the USA and Canada for mutual professional gain
- **Publications:** Receive access to *Ethics Roll Call*, a quarterly publication that explores the ethical issues facing law enforcement; as well as discounts on ILEA journals.

Interested in joining? Visit [theilea.org](http://theilea.org) or e-mail [ilea@cailaw.org](mailto:ilea@cailaw.org).

## ILEA ALUMNI ASSOCIATION

ILEA Alumni Members are an elite group who have successfully completed the School of Police Supervision, the School of Executive Leadership, or one of ILEA's one-week programs.

In addition to being a great resource for peer learning and networking, the Alumni Association co-sponsors ILEA's annual Contemporary Issues and Ethics Conference. For more information and to join, visit [theilea.org](http://theilea.org).

## SCHOLARSHIPS

Limited tuition scholarships are available for both the School of Police Supervision and the School of Executive Leadership. Contact ILEA for a scholarship application at [ilea@cailaw.org](mailto:ilea@cailaw.org).

## HOSTING COURSES

Hosting a training session provides a unique method for stretching your budgeted training funds. It's also a great way to bring current training to your agency as well as other agencies in your region. Please contact ILEA for more details on hosted training at [ilea@cailaw.org](mailto:ilea@cailaw.org).

## 4 WAYS TO CONNECT

ONLINE  
[theilea.org](http://theilea.org)

PHONE  
972.244.3430

E-MAIL  
[ilea@cailaw.org](mailto:ilea@cailaw.org)

SOCIAL MEDIA



*"The quality of the faculty, the adjunct instructors and the staff throughout ILEA is absolutely top notch. They have the same vision and they desire the same outcomes that every chief of police looks for in their staff."*

- Scott Brewer, Deputy Chief,  
McKinney, TX



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**Schools of Law Enforcement Leadership**  
Institute for Law Enforcement Administration  
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AND INTERNATIONAL LAW**



# Schools of Law Enforcement Leadership

Register Now! [theilea.org](http://theilea.org)

## TCOLE Credit

Earn 240 credit hours in the School of Executive Leadership and 120 credit hours in the School of Police Supervision. Many out-of-state participants find their states enjoy a reciprocal training agreement with Texas.