



# **LEADERSHIP TRAINING**

## **PERFORMANCE AND ACCOUNTABILITY**

*Practical Approaches for Performance Management*

**Nampa, Idaho August 9 - 10, 2021**

**Hosted by the Nampa Police Department**

**Location: 820 2<sup>nd</sup> Street S**

**Tuition: \$250 (0800-1630 hours)**

**This 16-hour workshop is for sworn and civilian public safety supervisors and managers.**

**This is also an excellent course for Training Officers and those aspiring to become supervisors.**

If you want to make a real difference in your agency, take a leadership role in making performance and accountability cornerstones of the organizational culture. We present a real world approach to performance management, with the firm belief that if you take a positive approach with your good employees and deal directly and decisively with those who are unwilling or unable to perform, your organization will thrive. You will take practical techniques away from this workshop, that you will be able to use on your very first day back at work.

Learn to:

- Understand and avoid the seven supervisory behaviors that de-motivate good employees
- Speak and write the *language of performance*
- Clearly communicate your expectations and provide effective feedback about performance
- Effectively document performance and write objective, meaningful performance evaluations
- Appropriately establish and assert your authority with challenging employees
- Confidently confront difficult and resistant employees without losing
- Recognize and handle the manipulations commonly used on supervisors

The Instructor for this workshop is Richard Dean, a 25-year law enforcement veteran and retired Police Lieutenant. Richard holds a Bachelor's Degree in Organizational Behavior from the University of San Francisco and a Master's Degree in Management from California Polytechnic University Pomona. He is a graduate of the California POST Supervisory Leadership Institute and California POST Command College.

Richard is the Executive Director of Marin Consulting Associates and a subject matter expert on performance management and accountability in the workplace. He has trained more than 10,000 law enforcement supervisors and managers nationwide and is a highly experienced and engaging instructor.

**For more information, call (209) 452-0067**

**To register visit [marinconsulting.us](http://marinconsulting.us)**