

SACRAMENTO POLICE DEPARTMENT

Frontline Leadership Course

Course Length: 88 hours

Lead Instructor: Keri Wilson

I. SPD Café

- A. Introduction
 - 1. Student Information
 - 2. Student Introductions
- B. Administrative Details
 - 1. Class expectations
 - 2. Attendees' expectations
 - 3. Reading assignments
 - 4. Writing assignments
 - 5. Course is not a complaining venue

II. Dialog and Discussion

- A. What they are
- B. Differences between the two
- C. How it affects people
- D. Decisions on whether to Dialog or Discuss

III. Leadership

- A. Definition
- B. Traits
- C. Breakout into groups
 - 1. Discuss what Leadership means to me
 - 2. Who has exhibited Leadership to you?
 - 3. Do you exhibit Leadership?
- D. Class Presentation
 - 1. Groups present what they feel Leadership is
 - a) Who has displayed it
 - b) How do we display Leadership
 - c) What is the role of Leadership in our work areas

IV. Paradigms / Filters

- A. Description
- B. How they develop in us
- C. How they affect us and the people we have contact with
- D. Video Clips
 - 1. American Dad
 - 2. Tombstone
- E. Breakouts into groups
- F. Class Discussion

V. Paradigms / Values

- A. Video review
 - 1. Crash

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VI. Values & Individual Values

- A. Introduction to Values
 - 1. What are values
- B. Class Discussion
- C. Group Breakouts
 - 1. Values of characters in Crash
 - 2. What does it say about society
 - 3. How do values affect your decision making
- D. Nature of Values
 - 1. The River Game

VII. Practical exercises on Leadership

- A. Tent
- B. Tinker Toy
- C. River crossing
- D. Ball in the middle

VIII. Personal Goal Setting

- A. What goals do you have for yourself
- B. What do you want to accomplish

IX. Book Discussion

- A. Leadership and Self Deception
 - 1. Responsibility / Accountability
 - 2. Breakout Discussion
- B. Mans Search for Meaning
 - 1. Stimulus / Response
 - 2. Breakout / Class Discussion

X. Journal Discussion

- A. Development of your journal
- B. Topics to cover
- C. The Dying Exercise

XI. Review & Summation - Session #1

- A. Topics covered
- B. Class reflection
- C. Book Distribution for Session #2
 - 1. Radical Leap
 - 2. Who Moved My Cheese

XII. Journal Review

- A. Breakout and Discuss Journals
- B. Selection and Presentation of Journal entries

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XIII. Values

- A. The Constitution video
 - 1. Discussion of character values
- B. Value Conflicts
 - 1. Courage / Loyalty
 - a) Abu-Ghriab video
 - 2. Discussion
 - 3. Presentation of values of those involved

XIV. Book Discussion – “Radical Leap”

- A. Breakouts & Discussion

XV. Discipline vs. Punishment

- A. Differences in your agency
- B. Differences in your own life
- C. Video
 - 1. Band of Brothers
- D. Breakout and Discussion

XVI. Attitude

- A. How it is formed
- B. What effects it has on a personal and professional level
 - 1. Describe what you see in yourself
 - 2. What do others see
- C. Breakout and Discussion

XVII. Change

- A. Book Discussion on Change
 - 1. “Who Moved my Cheese”

XVIII. Individual Values

- A. Loyalty
- B. Organization vs. Personal
- C. Compassion
- D. Power vs. Authority
- E. Courage
- F. Video
 - 1. Band of Brothers

XIX. Review & Summation – Session #2

- A. Topics covered
- B. Book Distribution for Session #3
 - 1. Everyday Ethics
 - 2. The 5 Dysfunctions of a Team

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XX. Journal Review

- A. Breakouts & Discussion
- B. Class Presentation on journal entries

XXI. Vision

- A. Video – “Lean on Me”
 - 1. Breakout and Discussion on movie

XXII. Book Discussion

- A. “Everyday Ethics”
 - 1. Breakout and Discussion
 - 2. Class Discussion
- B. “The 5 Dysfunctions of a Team”
 - 1. Breakout and Discussion
 - 2. Class Discussion

XXIII. Integrity / Ethics

- A. Video – “Murder on a Sunday Morning”
 - 1. Breakout and Discussion
- B. Prosecutorial Exercise
 - 1. Individual Values
- C. Discussion

XXIV. Review & Summation – Session #3

- A. Book Distribution for Session #4
 - 1. “The Courageous Follower”

XXV. Journal Review Session #3

- A. Breakouts / Group Discussion
- B. Class Presentation and Discussion

XXVI. Book Discussion – “The Courageous Follower”

- A. Topics / Themes of book
 - 1. Dissent
 - 2. Responsibility
 - 3. Challenge
 - 4. Support
- B. Breakout & Discussion
- C. Class Discussion

XXVII. Supporting Leaders

- A. Movie Viewing: U571
 - 1. Breakouts / Discussion
 - 2. Class Discussion

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XXVIII. Ego & Humility

- A. Class Discussion
 - 1. How ego plays into your decision making
 - 2. Ego affects perception
 - 3. Definition of Humility
 - 4. Humility in your personal make up
- B. Breakouts and Discussion

XXIX. Tiger Pit

- A. Class exercise
- B. Presentation on unpopular topics
 - 1. Effects on you as a leader
 - 2. Effects on those the message gets to

XXX. Blame & Accountability

- A. Differences between the two
- B. What do we do more of
- C. Why we don't take blame but accountability

XXXI. Graduation Discussion

- A. Selection of class speakers
- B. Theme for the Graduation
 - 1. What do you want people to know about your class

XXXII. Supportive Leaders

- A. Video: Band of Brothers
 - 1. Group Discussion on characters and themes
 - 2. Class Discussion
 - a) prior topics we have discussed and weave into the video

XXXIII. Group Think

- A. Video "The Challenger"
 - 1. Breakout & Class Discussion on Group Think

XXXIV. Review & Summation – Session 4

- A. Book Distribution for Session #5
 - 1. "Jonathan Livingston Seagull"
 - 2. Journal entry topic
 - a) What is your legacy

XXXV. Journal Review

- A. Breakout & Discussion
- B. Class Presentation

XXXVI. Legacy

- A. Book Discussion – "Jonathan Livingston Seagull"

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- B. Breakouts
- C. Class Discussion

XXXVII. Class Presentation

- A. Discussion and Topic Assignment
- B. Class Presentation work
 - 1. Group work

XXXVIII. Final Class Presentations

XXXIX. Summation & Evaluation

XL. Class SPDFLL #1 Graduation