

L.I.O.N. Organizational Development Institute



Law Enforcement Advanced Field Training Officer Leadership Training Course Outline

40 Hours TCLEOSE - Course # 3017

**PREREQUISITE NOTE: THIS CLASS IS DESIGNED FOR THOSE THAT HAVE
ALREADY
COMPLETED THE BASIC (FTO) FIELD TRAINING OFFICER COURSE.**

This course has been adapted to accommodate adult learners. A rich body of educational literature and research has demonstrated that adults learn best and enjoy the process of learning most when they:

Study concepts that they believe are relevant and useful. Receive instruction that is well designed and organized. Gain new information by building upon what they already know. Take an active role in learning by using a variety of sensory inputs, for example thinking, listening, writing, discussing, etc. as they study new concepts.

The student's job is to assume responsibility for their learning. This is no easy task; it requires considerable study, thought, and introspection. This Course Guide, the course coordinators, and fellow students will assist each student in assuming that responsibility. This highly interactive workshop will also help trainers understand their leadership influence; learn techniques to avoid/navigate personality conflicts, and to communicate most effectively. Ultimately, this exposure will help take the FTO's to a new level of excellence, reduce their frustrations and maximize the trainee's learning experience.

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Course Goals

Everything a student is expected to do in this course is organized around a variety of generalized goals. These goals should serve as a focal point for student efforts throughout the course and after the training has been concluded. Stated briefly, these goals are to:

- **Understand and apply modern behavioral science and leadership theories that enhance human motivation, satisfaction, and performance as they relate to the Field Training Process.**
- **Learn frameworks to organize knowledge and experience into effective leader actions.**
- **Integrate course content into daily leadership practices.**
- **Develop and achieve personal leadership potential to the fullest.**
- **Gain an understanding of generational impact.**
- **Understand what to do when the trainee isn't responding to training.**
- **Understand what breaks down interpersonal communication and what to do about it.**
- **Be able to identify different personalities.**
- **Inspire a lifelong commitment to the study and practice of effective leadership.**

The objective is to assist the recruit officer to develop an understanding that he/she “owns” that behavior. “Ownership” implies a sense of freely stating what was done without rationalizing why it was done a particular way. In short, it is developing the sense of accountability that accompanies the self-evaluation process.

Ownership is merely the first step. There can be no performance modification unless the recruit officer fully recognizes and understands the consequences of his/her performance.

Effective coaching begins without blaming! The FTO must focus upon the reasons for the behavior, not upon finding someone to blame.

An effective coach, therefore, separates the person from the behavior, and avoids pointing the accusatory finger,.....