

First-Line Supervisor Course



will provide for first line supervisors or those soon to be promoted, relevant concepts of management and leadership appropriate to the role responsibilities of first line supervisors in a police department, sheriff's office, etc. Attendees will examine topics including Personality Type Indicators, Leadership and Communication Styles and Transitioning from line troop to a supervisory role, Conflict Management, Performance Appraisals, Problem Solving, Goal Setting, Situational and Crisis Leadership, Use of Force, Followership, Legal and Labor Law for the First Line Supervisor, and Ethical Decision-making.

This course will develop your leadership & organizational skills for becoming more effective in bring people, processes, and parts together for creating, innovating, inventing, and producing sustainable results within an ethical and moral framework.

Major Mike Alexander's Bio

Mike Alexander attended St. Edwards University in Austin Texas where he earned a Bachelor of Arts degree in Criminal Justice. Mike has spent 31 years in law enforcement which began as a Correctional Officer and Deputy Sheriff at the Travis County Sheriff's Office. Mike continued his career at the Austin Police Department as a Patrol Officer and a D.A.R.E. Instructor, teaching adolescents the importance of staying drug free. Mike spent 25 years with the Austin Police Department where he retired as a Sergeant. Mike's last assignment with APD gave him the opportunity to lead the Continuing Education Division and the Leadership Command College. He also worked with the Louisiana Community Policing Institute where he evaluated the performance of police departments and sheriff offices in the area of community policing; he made recommendations for implementation. . He designed leadership and ethics curriculums that are currently being taught throughout the United States. After his retirement from APD Mike was employed as a Major with the Office of Inspector General Internal Affairs Section, where he was in charge of a statewide investigation division. This division is responsible for investigating State Employees accused of abuse, neglect, and exploitation of the elderly and people who are mentally and physically incapacitated and who reside at state supported living centers, state hospitals, group homes, etc.

Mike is currently the founder LION (Loyalty Integrity Optimism Nobility) Organizational Development Institute. LION is a leadership and development institute with a focus on Healthy Work Environments, Officer Wellness and Leadership.

Mike is a National Certified Instructor on Ethics and Integrity through the Federal Law Enforcement Training Center (FLETC). He has traveled the Nation, training officers and community members on Ethics and Integrity issues. Mike spent time in Belo Horizonte Brazil as well as the Virgin Islands, teaching and lecturing on Leadership, community policing, ethics, etc. Mike is also a licensed Texas Commission on Law Enforcement Standards and Education (TCLEOSE) instructor as well as an instructor with the Texas Municipal Police Association and a Master peace officer. He is a graduate of The University of Texas Leadership Academy, which is a collaborative effort between the Austin Police Department, and the University Of Texas LBJ

LION Organizational Development Institute

School Of Public Affairs. Mike is an instructor with the Texas Police Chiefs Association on Developing Police Leaders in Texas. Mike attended and graduated from the International Association of Chiefs of Police Leadership train the trainer program on Developing Police Leaders.

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Alexander, M. (Winter 2005 – 2006) “Supervision and Integrity” *The Florida Police Chief Association Magazine*, Vol. 32, Number 2, Pp. 73 - 77