

Commission on PEACE OFFICER STANDARDS & TRAINING



# Command College

*Education's purpose is to replace an empty mind with an open one.*

— Malcolm Forbes

# COURSE GOALS & OBJECTIVES

The Law Enforcement Command College is a fourteen month program designed to prepare today's law enforcement leaders for the challenges of the future. The Command College is a dynamic learning experience that focuses on the most effective methods, skills, and strategies needed to confront tomorrow's law enforcement issues. Our instructors

utilize proven adult learning techniques that place accountability and responsibility on the student. Since 1984, the Command College has prepared law enforcement leaders to anticipate the dynamic changes that are the hallmark of the Golden State. Get the education today to meet the challenges of tomorrow – Law Enforcement Command College.

## Research Project

The goal of the **POST Command College** program is to contribute to the body of knowledge of law enforcement through information sharing. Students are required to complete a research project on emerging futures issues that will affect law enforcement in California. The results of these futures-oriented research projects are submitted in the form of an article for publication in a professional journal.

## Course OBJECTIVES

- ▶ Participants will enhance their executive leadership ability through:
  - ▶ Futures orientation
  - ▶ Strategic management
  - ▶ Anticipating and influencing positive change
  - ▶ Advancing professional dialogue concerning emerging issues

# Session OVERVIEW

## Session 1

### Defining the Future

*A conceptual road map for studying the future and the role of a leader.* Learn techniques to identify indistinct signals and emerging issues that could impact the future of California law enforcement.

## Session 2

### Social Issues and Futures Research

*Today's vague signals and emerging trends as they relate to social issues.* Explore the potential impact of these social issues on the student's agency and his/her role as a leader.

## Session 3

### Enhanced Leadership and Politics

*Leadership theories and how they relate to the student as a leader.* Self-assessment tools, facets of self-mastery, and creative decision-making that will be instrumental in your role as a leader.

## Session 4

### Economics and Strategic Planning

*Explore forecasts of economic / political issues, including the public policy process and how these issues impact law enforcement.* Students create alternative scenarios and define probable futures.

## Session 5

### Technological and Environmental Issues

*Examine broad-based technological and environmental issues.* Research cutting edge technology / environmental issues, share information, and assess the impact on law enforcement leadership.

## Session 6

### Futures Planning Tools

*A "tool box" of strategic planning skills, transition management systems, and evaluation components.* Explore resources that enhance leadership roles and strategies for mitigating the impact of change.

## Session 7

### Politics of Change

*An overview of the program and study results.* Chief and city manager panels discuss practical application of change strategies. The session concludes with recognition of outstanding achievement and graduation ceremonies.

## All Applicants

- ▶ Be currently employed in a management position or higher (as determined by POST) with a participating agency in the POST program
- ▶ Have a minimum of two years experience in a leadership position with ability to influence policy or impact operations
- ▶ Be involved in community and professional activities
- ▶ Possess basic word processing skills and ability to conduct research on the Internet
- ▶ Be able to express an understanding of the dynamics of leadership in a law enforcement agency (written and verbal)
- ▶ Display an interest in major issues and concerns facing the future of California law enforcement
- ▶ Be nominated by your agency's chief executive to attend the program
- ▶ Submit a **POST Application** packet
- ▶ Be interviewed by a panel of law enforcement executives and receive their recommendation to attend the program
- ▶ Agree to stay at the course site during each session

## Sworn Peace Officers

- ▶ Be eligible for a POST Management Certificate

## Professional and Correctional Staff

- ▶ Have completed the POST Management Course
- ▶ Have completed the POST Civilian Management Course *AND* Advanced Civilian Management Course, *OR* equivalent as determined by POST

## Performance EXPECTATIONS

Students are expected to attend all sessions and actively participate in class. In addition to the research project and article preparation, course work will be assigned between sessions in preparation for in-class discussions.

## The COST

Participation is reimbursed under POST Plan IV to agencies in the POST reimbursement program. Attendees from non-reimbursable agencies will be charged tuition. Contact POST for tuition fees.

## The SCHEDULE

Two classes are scheduled each year, with a maximum of 25 students in each class. The seven-session course is conducted over an 14-month period. The first six sessions are five days each and held approximately eight weeks apart. After a six-month break, students reconvene for a three-day session that concludes with graduation ceremonies.

## For more information

916 227-2824

[post.ca.gov/command-college.aspx](http://post.ca.gov/command-college.aspx)

