

# LEADING with L<sup>♥</sup>VE

Redefining Leadership Worldwide - Anchored in Science, Trust and Heart

## Cultivating Transformative Leadership in Law Enforcement



Grounded in  
50+ Years of  
Research and  
Science

Trust-Centered  
Learning Model

Values-Driven  
Decision Making

Leadership  
in  
Real Life

[www.leadingwithlove.com](http://www.leadingwithlove.com)

## Overview

**Leading with Love** is a leadership development program that reframes leadership as a relationship-centered practice grounded in trust, accountability, purpose, and service. Designed for use in law enforcement departments as part of professional development, the program connects proven research with real-world application. The goal is to prepare officers to lead with emotional awareness and ethical judgment in today's complex public safety environment.



**Dr. Robert "Navy Bob" Roncska, Founder**

## Why it Matters

Law enforcement leaders face real challenges. Burnout, staffing shortages, changing community expectations, and generational differences are affecting morale and performance. Strong leadership today requires more than issuing commands. It calls for emotional awareness, clear communication, and the ability to build trust when it matters most. Officers want leadership they can count on; leadership that is consistent, respectful, and fair.

These qualities are not reserved for a few. They can be taught, practiced, and strengthened over time. Leading with Love offers a practical approach to leadership development, grounded in proven research and real-world application. Through guided conversations, role playing, and hands-on exercises, officers and supervisors learn how to lead with clarity, purpose, and steady presence even in difficult moments.

## Program Structure

### Leading with Love Accelerator

#### Topics

- Leading with Love
- High Reliability/ Safety

#### Offerings

- 3-hour workshop
- 8-hour workshop
- Multi-day workshop customized to your company values, culture and needs.

### Leading with Love Academy

Our **18-modules** dive into real stories, modern leadership insights, and immersive learning - all **crafted for your team**. Explore **powerful themes** like psychological safety, inclusive decision-making, values-driven performance, conflict resolution, and leading through change.

### Leading with Love Keynote Addresses

Dr. Robert Roncska, "Navy Bob", brings powerful, real-life stories from the **Nuclear Navy**, the **White House**, and top **U.S. healthcare systems**, backed by 50+ years of research, to show how Leading with Love boosts morale, safety, reliability, and employee satisfaction.

## Methods and Tools



**Learning circles & peer dialogues** for shared accountability and cross-pollination of ideas



**Weekly reflective journals** exploring leadership through the lens of trust, care, standards, and purpose



**Experiential exercises, role play & case studies** simulating real-world leadership scenarios



**Leadership action projects & portfolio** connecting theory to application



**Structured tools** including the LMX-7 Assessment, Courageous Conversation Planner, empathy mapping, and feedback frameworks

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## How We are Different

Officers in this program will actively practice leadership skills in real time, learn how to create a sense of shared purpose, align actions with values, and lead with clarity in difficult situations. The goal is to help officers lead with confidence and serve their teams and communities with integrity.

The course is built on more than 50 years of leadership research. A key focus is the relationship between supervisors and their team members. Using a tool called the **LMX-7**, we assess the strength of these relationships and how they influence trust, motivation, and performance.

**Real-life experiences/stories** from the **Nuclear Navy**, the **White House**, and one of the largest **healthcare systems** in the U.S. are used to demonstrate how Leading with Love can support high performance in high-pressure environments where safety and reliability are critical.

Built on nearly **200 years of combined experience**, our team includes **two PhDs**, including one whose groundbreaking legacy continues to shape our work, **two DBAs** (Doctor of Business Administration), and seasoned professionals with deep expertise across military, government, academia, healthcare, hospitality, legal, and other sectors.

# The Impact & Outcomes

## Graduates will:



Build the **confidence and skillset to lead authentically**, even in high-stakes or emotionally charged environments.



Learn to develop strong, **trust-based relationships** across teams and communities.



Gain a **structured, repeatable approach to leadership** using tools like conversation guides, reflection templates, and feedback frameworks.



Demonstrate the ability to **practice leadership**, not just understand it, preparing them to make an immediate and meaningful impact within their departments, in the community, and across any role where trust, accountability, and service matter.

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## Law enforcement agencies will:



Equip officers and emerging leaders with the **practical tools and real-world frameworks** to lead with emotional intelligence, authenticity, and purpose.



Prepare officers to **navigate complex group dynamics**, lead change with empathy, and cultivate human-centric, high-performing environments.



**Drive measurable learning outcomes** in leadership, safety, reliability, and operational excellence.

***Equip your officers with the tools to lead with character, clarity, and care.  
Contact us to bring Leading with Love to your organization today.***