

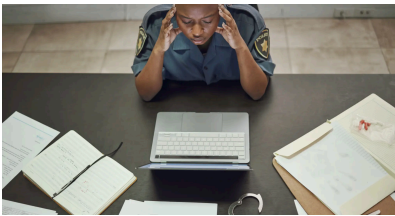
IN CHARGE OF CHANGE

Three Leadership Maxims for Minimizing Deliberate Indifference

* For Educational Purposes Only *

01

Lead by Example or Risk Negligence



Nothing changes in the organization until leaders model the behaviors they expect from others.

Canton v. Harris makes it clear: supervisory liability is established when failure to train or supervise shows deliberate indifference to the rights of individuals.

You are vicariously liable for your employees' actions—your presence defines how things get done. When you lead with integrity and build trust, your team will follow. They'll align their conduct with the organization's core values, take ownership of their role, and actively seek accountability for their impact on operations. Lead by example, or risk letting negligence reign.

02

Focus on Evidence Based Performance



Stop tolerating the half-truths and total nonsense about day-to-day performance in the culture.

Leaders unafraid of shaping organizational culture don't tolerate deliberate indifference—they drive it out with an unwavering focus on evidence-based performance and real, measurable results.

You make decisions backed by strategy, real-time data, and a deep understanding of the behaviors that define your team. You push your people to rise to their fullest potential, ensuring incompetence has no seat at the table. In your world, leadership is a force for accountability, and only excellence survives.

03

Make Accountability Non-Negotiable



Review every action through the lens of the "Reasonable Officer Standard"

Graham v. Connor demands that every law enforcement incident be evaluated based on how a reasonable officer would have acted under similar circumstances. This is not optional—it is the bedrock of accountability.

By enforcing this standard with unwavering consistency, leaders can dismantle environments where indifference to constitutional violations is on-negotiable. Indifference stops at your door step: lead accordingly!

