

A Lifetime of Service

The Journey of a Law Enforcement Leader

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Now It's Your Turn

It took many years for me to realize the lessons my childhood taught me about leadership. I learned the following:

- Honesty, always
- The destructive power of dishonesty
- How to effectively handle struggles
- Making decisions and standing by them
- Doing what I felt was right

What traits were you taught as a child that you can see in your current leadership style?

Do you think your childhood influences the way you lead?

Do you have a leadership philosophy? If not, draft one to guide you through your leadership journey. It will change throughout your career. Do you see any of your childhood experiences in your philosophy?

Now It's Your Turn

I spent a lot of time in this chapter talking about the importance of teamwork and training. Create a list of behaviors, skills, and/or traits that would cause turmoil within the team or break it up. I'll get you started:

1. Not communicating effectively with your team and displaying an attitude that constantly alienates everyone
- 2.
- 3.
- 4.
- 5.

Now create a short list of behaviors that emphasizes the importance of the team and that builds a strong team.

1. Communicates a clear vision
- 2.
- 3.
- 4.
- 5.

Have you seen someone's ego change the way they lead? What impact did that have on you?

Now It's Your Turn

Have you ever worked with an officer or employee who contacts a supervisor on every call? What could you do to improve their skills?

What have you done in your career to build your confidence level and embrace difficult situations?

How can you teach officers who struggle with this to improve?

Write down the most stressful (non-use of force) situation you have encountered and what you learned from it.

Now It's Your Turn

Developing as a person and as a leader is important. Personal development helped me as much, if not more at times, than all the leadership classes I have attended.

If you're a formal leader, what did you do to prepare for that role?

Why do you want to be a formal leader? Why would I want to work with you?

If you're an informal leader, what are you doing to prepare for formal leadership?

What was the last thing you did to better yourself or those you work with?

Are you setting a good example for others to follow? How?

What is your ideal reading list?

Now It's Your Turn

Think about your communication style. How powerful are the words you use? What is their potential impact?

Do you struggle with effective communication?

Challenge: The next time you go out with your family or friends, leave your cell phones in the car. (Maybe have one person keep one in case of an emergency.) Were the conversations better? More productive?

What will you do to improve your communication style?

You don't have to write it down but think about the most difficult phrase you've had to say to someone. How did you feel?

Now It's Your Turn

If you asked those around you, what would they say is the example you're setting for them to follow?

In the story at the beginning of this chapter, how would you describe General Washington's leadership style?

What leadership lessons did General Washington teach the "mean leader"?

Now It's Your Turn

How would you define trust? Is this the same definition for your personal life and your professional life?

How do you build trust with those around you?

You've just been promoted and have taken over a new team of officers. What steps will you take to build trust with them?

- 1.
- 2.
- 3.

Do your coworkers trust you enough to bring their issues to you?

Trust is essential to build a strong working relationship. What if trust does not exist?

Now It's Your Turn

What can we learn from bad decisions?

Have you ever hesitated to make a decision? If so, why?

What do you do to improve your decision-making abilities?

How can you improve your decision-making abilities?

- 1.
- 2.
- 3.
- 4.

To what lengths are you prepared to stand by the decisions you make?

Now It's Your Turn

This is one of the longer chapters in the book for a reason. I've watched officers struggle with change my entire career. I, too, have resisted change and have wasted a lot of negative energy on things I couldn't control. Refocus negative energy onto something positive.

How do you respectfully challenge this statement: "Because that's the way we've always done it."

How do you embrace changes personally and professionally?

How can you help those around you who struggle with change?

What has changed at your organization that you couldn't control? I'll get you started.

1. Working without sufficient staffing
- 2.
- 3.
- 4.
- 5.

How have those around you embraced organizational changes?

Now It's Your Turn

What is your generation? What are your strengths?

Have you experienced an issue with someone of another generation?

If so, how did you resolve it?

Do you believe leaders will use generational differences as an excuse? If so, how will you correct this as a formal leader?

Have you ever used generational differences as an excuse? If so, what could you have done differently?

List two people in a different generation in whom you will or already are intentionally investing in.

List two people and their generations who have invested in you.

What barriers are preventing you from dedicating 10 percent of your time to the next generation?

Now It's Your Turn

Throughout our careers, we established an identity in our organizations, but upon retirement, this identity is gone. What are you doing to prepare yourself mentally for this loss of identity?

If you're still working, how are you preparing yourself for retirement? Are you investing? Saving?

If you're retired, what do you do daily to grow your mind and spirit?

Now it's Your Turn

Speaking and Training

Wayne speaks and conducts training on the topics of leadership, field training, community policing, and instructor development.

To book a class or speaking engagement, contact Wayne at ws3662@gmail.com or at southconsultingllc.godaddysites.com

Performance Coaching

If you want to enhance your skills and career, elevate your law enforcement performance, or make the transition to formal leadership seamless, contact Wayne for one-on-one coaching.

Products

Leadership for Front Line Supervisors class

Advanced Field Training Officer class

Instructor Development class

Integrating Leadership and Community Policing class

Visit my book website at southconsultingllc.godaddysites.com for more information.

About the Author



Wayne South boasts a distinguished twenty-eight-year career in law enforcement, culminating as the commander of the training and education division for a midsize police department in Florida.

Throughout his tenure, Wayne exemplified versatility, serving in multiple capacities as a trainer, a

field training officer, a polygraph examiner, a patrol commander, a deputy district commander, a commander, and an adjunct instructor.

With more than twenty-five years of instructional experience, Wayne has a passion for leadership and teaching others the basics of leadership, and he frequently conducts workshops across the nation. He possesses both an MBA and an MA in criminal justice, and his contributions to the field have earned him an induction into the National Society for Leadership and Success.