

## Course Syllabus

### Law Enforcement Leadership Academy (LELA)

**Location: RCC Main Campus- CEIC building 413 Industrial Park Avenue Asheboro,  
Room #102**

**Dates: January 9, 2024 – May 23, 2024**

#### **Mission of LELA:**

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*The Mission of the Law Enforcement Leadership Academy is to provide extraordinary leadership development for current and future law enforcement personnel through experienced and professional instruction. The Academy will strive to create a successful team building mentality that prepares individuals to become effective team leaders within their organizations and communities.*

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#### **Course Introduction**

LELA will enhance the knowledge, skills, and individual leadership abilities by preparing students to successfully lead while enhancing their professional development during the 21<sup>st</sup> century challenges facing law enforcement.

#### **Course Description**

LELA will consist of six training sessions held within six consecutive months. Each session will include three days of training for a total of twenty-four hours per session. Training sessions will include several topical areas of instruction related to the most relevant information critical for the success of law enforcement leaders.

**Session One- “Leadership Styles & Values”** This session will introduce the different styles of leadership while focusing on the advantages and disadvantages of each. Students will identify personal strengths and weaknesses of their own leadership abilities. Practical challenges to build and develop leadership skills through a team concept will be presented.

**“Balancing Your Leadership”** Successful leaders have to balance responsibilities at work and in their personal lives. This balance is often forgotten and when life becomes consistently unbalanced negative consequences follow. This one-day class will offer leaders with “personal tools” to help balance their personal and professional leadership skills.

**Session Two- “Establishing Team Expectations”** This session will assist leaders in establishing expectations and objectives that are beneficial to their communities and organization.

*“Owning Your Leadership”* This one-day block of instruction will discuss how ownership of leadership roles in an organization will ultimately lead to success for those willing to acknowledge mistakes and develop plans of action for improvement.

**Session Three- “Use of Force & Critical Incident Review”** This session will involve practical application and discussion for documenting use of force events based on N.C. General Statutes, Supreme Court rulings, and human cognitive biases.

*“Emotional Intelligence: Discovering Your Strengths”* This session will utilize the Clifton-Strengths assessment to help participants discover their natural strengths as leaders. Utilizing these strengths and building emotional intelligence will help in achieving goals, personal success, and success for the entire team.

**Session Four- “Recognizing Supervisory Responsibilities”** The burden of supervision and leadership is often unforeseen especially for those cast into supervisory roles. This session will discuss the expectations and abilities required of a leader, manager, or supervisor in recognizing their responsibilities and owning their leadership role within the organization.

*“Law Enforcement Leadership for the 21<sup>st</sup> Century”* This session will discuss strategies for success as law enforcement agencies encounter future challenges in an evolving profession. The abilities of a leader to properly adapt and have vision to solve problems internally and externally will be explored.

**Session Five- “Legal Issues for Law Enforcement Leaders”** This session will guide law enforcement leaders in their decision making as it relates to various legal aspects within their roles of responsibility. Discussion of leadership principles will be examined to assist law enforcement personnel in building professional relationships necessary to effectively lead and make decisions based on current legal parameters.

**Session Six- “Supervision in a Social Media World”** This one-day block of instruction supplements *Media and Public Relations* and provides guidance for supervisory personnel to effectively utilize social media platforms and maintain professionalism throughout the organization.

*“Media & Public Relations”* This session will assist law enforcement personnel in building positive relationships with the media and public. Practical exercises that involve mock press conferences and community meetings will be conducted. Written assignments that include developing scenario based press releases will be included.

### **Attendance**

Students should make the necessary arrangements with their employing agencies, courts, etc. to be punctual and available for all training sessions. Successful completion of LELA requires attendance at all scheduled training sessions. Students will be allowed to miss a maximum of fourteen (14) hours for absences deemed excusable by the School Director that involve unavoidable circumstances or emergencies. Any class hours or missed work will be required to be made up at the direction of the School Director as soon as possible.

NOTE: If you are going to be late or absent, the School Director must be notified and can be reached by the following:

Richard Thompson- Office (336) 628-4554, Cell (336) 523-4077, [dthompson@randolph.edu](mailto:dthompson@randolph.edu)

### **Course Session Dates**

|                       |                     |
|-----------------------|---------------------|
| <u>Session One:</u>   | January 9, 10, 11   |
| <u>Session Two:</u>   | February 13, 14, 15 |
| <u>Session Three:</u> | March 12, 13, 14    |
| <u>Session Four:</u>  | April 9, 10, 11     |
| <u>Session Five:</u>  | May 7, 8, 9         |
| <u>Session Six:</u>   | May 21, 22, 23      |

### **Assignments**

There will be reading and writing assignments required during each training session that include the reading of the book “Extreme Ownership” by Jocko Willink and Leif Babin. Students should expect to spend time outside the scheduled class times to complete required assignments that will include research. Practical exercises that involve group projects will require participation and communication with other Academy attendees.

### **Testing**

Each block of training during a session will have a pre and post-test that must be completed. A minimum score of 70% must be achieved on all post-tests for successful completion of the Academy. Attendees who do not achieve a minimum score of 70% on their first attempt will be allowed one re-examination per test. Failure on any re-examination will result in the attendee being dismissed from the Academy.

### **Required Materials**

Laptop

Jump drive

Book “Extreme Ownership” (provided by RCC)

Pen and Paper

### **Dress**

Attendees of the Academy are required to dress professionally (business casual) for each training session. Uniforms are not required to be worn with the exception of the last day, May 23rd. Shorts, t-shirts, ball caps are not allowed to be worn during any training sessions.

## **Graduation**

On Thursday, May 23rd, 2023 at 4:00 p.m., a graduation will be held at the RCC CEIC building in the JB & Claire Davis Corporate Training Center. Graduates are asked to wear their Class A uniforms on the last day of class and during graduation. Family, friends, and co-workers are invited. Agency heads and other supporting staff will be formally invited by RCC.