

## DEVELOPING LEADERS FOR TEXAS LAW ENFORCEMENT

The Texas Police Chiefs Association leadership development course is not a management course. It is about leadership and understanding and addressing the human needs in a police organization. Its purpose is to develop ethical leadership at every level in the organization. Ethical leadership can unlock the energy and desire in people to achieve the organizational mission and goals.

It is designed to understand departmental relationships that are built on trust and confidence. These personal relationships are necessary to influence others and encourage performance. These actions and relationships send a strong and resounding message that all people in the organization are valued.

Upon the completion of the course, students will be able to ethically influence human behavior to achieve organizational goals.

Course material for the class comes from Leadership in Police Organizations edited by Dr. Howard T. Prince II (U.S. Army Retired), John F. Halstead (U.S. Army Retired) and Chief Larry Hesser (Retired). The class consistently receives the highest of evaluation rating from attendees and is recommended for all supervisory ranks.

This is a three week course taught one week per month for three months. Cost is \$650 per student and is the most economical of available police leadership program in the nation.

Texas Police Chiefs Association  
108 Cedar Hills Drive  
Elgin, Texas 78621  
Phone: 512-281-5400

Scheduled Classes are listed on the TPCA website at:

[Www.texaspolicechiefs.org](http://www.texaspolicechiefs.org)

Online registration is also available on the TPCA website.

To host a class contact the TPCA Training Coordinator at:

[training@texaspolicechiefs.org](mailto:training@texaspolicechiefs.org)



# TPCA Training



Your Best Value in  
Quality Training

On Target for  
Developing Quality  
Leaders for Tomorrow's  
Law Enforcement

Supports the Texas  
Police Chiefs Association  
Foundation



## Critical Training For Leader's in Law Enforcement

Many Police Chiefs often have limited experience in actually being a chief and may have experienced only one or two organizations. Even long serving chiefs may lose touch with current trends if they fail to continue their training. It is imperative that experience be shared to avoid repeating mistakes and ensuring your city receives the very best protection.

The TPCA training program aims to provide the very best of executive and command level training for both current chiefs and the future leaders of our agencies.

The training programs listed in this brochure are currently available and can be provided around the state if sufficient attendance is assured. Most programs are hosted by individual agencies or affiliate organizations regionally around the state. These training programs are inexpensive compared to for-profit training providers and all profits from the training programs benefit the TPCA Foundation, providing funds for the families of fallen officers.

## AVAILABLE CLASSES

**Managing Patrol Operations:** This 8 hour course is designed for Chiefs, Patrol Commanders as well as Patrol Supervisors. This course allows agencies to understand and manage the forces that impact your ability to provide patrol services in your community. The class addresses what should we be doing, what are the most effective deployment strategies, and how to determine staffing levels and shift patterns, as well as other issues. \$150

**Managing Criminal Investigations:** This 16 hour course includes staffing levels, organizational issues, and best practices for criminal investigations. It includes the development of staffing options and allows plenty of time for idea exchange. \$249

**Basic Internal Affairs:** This 16 hour course is primarily aimed at inexperienced investigators and/or administrators that are seeking guidance in setting up internal investigative protocols. Topics include why agencies conduct internal investigations, what facilitates misconduct, what is the legal context of internal investigations, what are the strengths and weaknesses of internal investigations, eleven general internal investigative principles, investigative tactics; gathering evidence and conducting interviews. And formatting an internal investigation. Case studies and scenarios are included. \$195

**Chief's Forum.** This is an 8 hour forum spread over two days, usually beginning on a Thursday at 1pm and ending at noon on Friday. Each Chief's Forum will have a different topic and be held in a different part of the state. The format is usually a presentation by subject matter experts for the first day and then the following morning a moderated discussion among the chiefs attending on how they view and address the issue within their agency. The first Chief's Forum on Community Policing was a great success and two are planned each year in the quarters opposite the TPCA Annual Conference and IACP. Cost will depend on hosting arrangements and notice of the topics will be posted on the TPCA website.

**NEW! Executive Leadership Development.** This is a new 24 hour program featuring a summary of all the topics covered in the three week leadership school. It is designed and usually restricted to Chiefs and the first command level below Chief in your agency. The program starts at 1pm on a Tuesday and runs until noon on Friday allowing ample time for Chiefs to attend. Cost \$250.

**NEW! Leadership for FTO/PPPs.** This is a five day, 40 hour class covering the main topics taught in the three week Developing Leaders for Texas Law Enforcement course. Your FTOs have great influence on the new personnel in your agency and giving them the leadership skills will help you retain the people you train. The first class of this program was a tremendous success. Cost is \$295 per student.

**Auditing and Inspections.** This new 8 hour course is designed to teach the basics of auditing and inspecting police operations. Chiefs often believe all their policies and procedures are being followed because no one ever says otherwise. In reality, the only way to know if policies are being followed is to conduct audits and inspections. These can be as simple or complex as you wish. Cost is \$129.

