

# LEADERSHIP IN POLICE ORGANIZATIONS

**Course Overview:** This comprehensive course, which focuses on the concept of *every officer as a leader*, was developed through a grant from the US Department of Justice Office of Community Oriented Police Services (COPS). This unique and distinguished course creates a leadership model that focuses on the systematic development of leaders at all levels in the police organization.

Developed by Dr. Howard Prince from the University of Texas, and based on the West Point leadership model, this intense 3-week program examines the core of leadership and provides tools for becoming an outstanding leader.

Course modules include:

- The Leader Thought Process
- Understanding and Leading Individuals
- Understanding and Leading Groups
- Leadership as an Exchange Process
- Leading in Organizations

At the conclusion of the course, students will have a deeper understanding of the many dimensions that are necessary to become an outstanding leader in a police agency.

**Who Should Attend:** Sworn (Sergeants and above in rank) and civilian senior-level law enforcement managers and administrators with an interest in improving professional development and leadership ability.

**Faculty:** **Mr. Ken Burton, Chief, Haltom City Police Department, Texas**

**Ken Burton** has served as Chief of Police in Haltom City, Texas since February 2003 and has over 24 years experience in various law enforcement disciplines. He has also served as Chief of Police in Bryan, Texas, and served 16 years with the Arlington Police Department, achieving the rank of Deputy Chief. Chief Burton holds a Bachelor of Science in Law Enforcement and Police Science from Sam Houston State University. He also holds Master Peace Officer License from the Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE).

**Mr. Dan Curtis, Captain, Plano Police Department, Texas**

**Dan Curtis** has been a member of the Plano Police Department since 1990 and currently holds the rank of Captain. Prior to employment with the Plano Police Department, he worked as a police officer in Waco, Texas.

Captain Curtis has been assigned as a Patrol Services Division Commander since September 2006. During his career with the Plano Police Department he has served as a patrol officer, field-training officer, narcotics investigator, patrol sergeant, narcotics sergeant, patrol watch commander, and patrol administrative lieutenant.

Captain Curtis holds a Master Peace Officer Certification and is a certified TCLEOSE instructor. He holds an Associates Degree from Grayson Community College, and is a graduate of the Institute for Law Enforcement Administration's School of Police Supervision and Management College.

**Mr. Ed Drain, Assistant Chief, Plano Police Department, Texas**

**Ed Drain** currently serves as the Assistant Chief of the Plano Police Department, where he has served since 1994. He has worked in various assignments including Patrol, Traffic, and Administrative Lieutenant to the Chief of Police, Homeland Security, and Support Services. He has also served as commander of the SWAT Team and Bomb Squad, and is certified as a Bomb Technician, Hazardous Materials Technician, Commercial Vehicle Roadside Inspector, and TCLEOSE Instructor.

Chief Drain is also a Lieutenant Colonel in the Army Reserve with 23 years of military service. Between April 2004 and April 2005, he was recalled to active duty and assigned to the Third US Army Corps and the Multi-National Force, Iraq. He primarily served in the Baghdad area and was awarded a Bronze Star.

Chief Drain is a graduate of the Institute for Law Enforcement Administration's School of Police Supervision and Management College.

**Mr. Larry Hesser, Chief of Police (retired)**

**Larry M. Hesser** has 39 years of public service in law enforcement, serving for 25 years as a chief of police, including communities in Georgia, Colorado, North Carolina, and Texas. He holds a Bachelor of Arts degree in Criminal Justice. Chief Hesser is a graduate of the FBINA 112<sup>th</sup> Session, FBI LEEDS, PERF SMIP and Farr Associations Leadership Development. He also attended the Faculty Development Workshop at the Behavioral Sciences and Leadership Department at the United States Military Academy, West Point, New York. Chief Hesser is a former President of the North Carolina Police Chiefs Association, is a Life Member of The International Association of Chiefs of Police, and is currently serving at the IACP Center for Police Leadership as Training Manager and Instructor.

**Ms. Gay Schaffer, Captain, Plano Police Department, Texas**

**Gay Schaffer** currently serves as Captain over Patrol Services for the Plano Police Department, where she has served for more than 20 years. Captain Schaffer holds a Bachelor of Science degree from Northwestern State University in Natchitoches, Louisiana, completed the LEMIT through Sam Houston State University, and is a graduate of the Institute for Law Enforcement Administration's School of Police Supervision. Captain Schaffer has served as Administrative Lieutenant to the Chief of Police, as a member of the Hostage Negotiations Team and as a sergeant in the Criminal Investigations Division. Captain Schaffer also holds a Master Peace Officer Certification and is a certified TCLEOSE instructor.

**Ms. Barbara A. Smith, Administrative Manager, Administrative Affairs, Plano Police Department, Texas**

**Barbara Smith** currently serves as the Administrative Manager over Administrative Affairs for the Plano Police Department. She retired in January 2005 from the Dallas Police Department where she served for 22 years and achieved the rank of Deputy Chief. While in Dallas, she served in Patrol, Communications, Internal Affairs, Planning & Research, Inspections, Technology and Special Projects. Ms. Smith holds a Bachelor's degree, *summa cum laude*, from the University of Texas at Dallas, and is a graduate of the 50<sup>th</sup> School of Police Supervision, the 32<sup>nd</sup> Management College, and the 27<sup>th</sup> Session of the Police Executive Research Forum's Senior Management Institute for Police. She holds a Master Peace Officer Certification and an Instructor license from TCLEOSE.

Dates and Location: The course is presented in three, one-week sessions:

March 5-9, 2007  
April 16-20, 2007  
May 29-June 1, 2007

ILEA headquarters (The Center for American and International Law), 5201 Democracy Drive, Plano (Dallas metroplex), Texas 75024

Hours:	8:00am to 5:00pm Monday through Friday, except on the final week which will be 8:00am to 5:00pm Tuesday through Friday.
Tuition:	\$750 per student, includes tuition and course materials
Cancellation Policy:	Tuition, less a \$50 handling charge for each registration, will be refunded upon WRITTEN CANCELLATION received not later than five (5) working days prior to the program (e-mail: <a href="mailto:cburkel@cailaw.org">cburkel@cailaw.org</a> ). No refunds after this date, although substitutions of attendees for this program are permitted. Registrants not entitled to a refund will receive the course materials, with the exception of copyrighted items.
TCLEOSE Credit:	Law enforcement personnel attending this course are eligible for one hundred twelve (112) hours of Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) credit.