

ARIZONA WESTERN COLLEGE

SYLLABUS

AJS 160 LEADERSHIP FOR PUBLIC SAFETY

Credit Hours: 3 Lec: 3

PREREQUISITE: Instructor permission required

NOTE: For current or former law enforcement professionals only

COURSE DESCRIPTION

This course provides a unique opportunity for professionals to develop and refine their leadership skills. The instructors are current or former law enforcement supervisors and managers who bring a unique understanding of the law enforcement culture and practical knowledge of how to meet the challenges law enforcement leaders will face in their operational settings. This course focuses heavily on human capital development disciplines and their interaction with the law enforcement mission and culture.

1. COURSE GOAL

Participants in this class will gain knowledge and understanding of how to apply basic leadership competencies in order to obtain the highest level of performance and accountability. This course focuses on the new law enforcement leader's skill base in three key enablers of human capital leadership: people, process, and technology.

2. OUTCOMES

Upon satisfactory completion of this course, students will be able to:

- 2.1 define leadership and the five key elements of leadership in policing.
- 2.2 describe the differences between management and leadership in the public safety environment.
- 2.3 describe the major similarities and differences between trait and behavioral leadership theory.
- 2.4 describe the major theories of belief systems and motivators in policing.
- 2.5 describe the major contingency leadership theories.
- 2.6 predict stress in law enforcement culture
- 2.7 analyze employee discipline and performance process
- 2.8 identify major components of a communications model and how it can be used to improve communications within a police organization.
- 2.9 identify the major components of social power and how leaders use it.
- 2.10 describe ethical behavior and conduct for supervisors during critical incidents in public safety.
- 2.11 describe effective leadership styles to resolve conflict.
- 2.12 describe situational leadership as it applies to law enforcement and public safety and how it can be used for leading teams in various development stages.
- 2.13 Identify the characteristics of a transformational leader to include:
 - a. charisma-providing vision and sense of mission, instilling pride, gaining respect and trust
 - b. inspiration-communicating high expectations, using symbols to focus efforts, expressing important purposes in simple ways
 - c. intellectual stimulation-promoting intelligence, rationality, and artful problem solving
 - d. individualized consideration-giving personal attention, treating each follower individually, coaching and advising.

- 2.14 describe leadership skills involving and adapting to
 - a. human behaviors,
 - b. communication skills,
 - c. team building,
 - d. conflict management,
 - e. human resource management,
 - f. legal responsibilities,
 - g. stress management,
 - h. workplace diversity,
 - i. performance skills,
 - j. briefing skills, and
 - k. situational decision-making skills.
- 2.15 describe and align your (law enforcement, public safety, or other) organization's "shared vision" with its mission statement, vision for the future, core values, goals and objectives, and, most important, leading by example.
- 2.16 apply life and work experience to explore leadership topics.

3. METHODS OF INSTRUCTION

- 3.1 Lecture and/or internet lessons
- 3.2 Handouts and/or internet drop boxes
- 3.3 Text assignments

4. LEARNING ACTIVITIES

- 4.1 Participation
- 4.2 Group exercises, lab work and projects
- 4.3 Reading and writing assignments
- 4.4 Notes, lecture and/or Internet lessons
- 4.5 Group discussions
- 4.6 Scenario evaluations

5. EVALUATION

- 5.1 Exams
- 5.2 Projects
- 5.3 Group exercises

6. STUDENT RESPONSIBILITIES

- 6.1 Under AWC Policy, students are expected to attend every session of class in which they are enrolled.
- 6.2 If a student is unable to attend the course or must drop the course for any reason, it will be the responsibility of the student to withdraw from the course. Students who are not attending as of the 45th day of the course may be withdrawn by the instructor. If the student does not withdraw from the course and fails to complete the requirements of the course, the student will receive a failing grade.
- 6.3 Americans with Disabilities Act Accommodations: Arizona Western College provides academic accommodations to students with disabilities through Access ABILITY Resource Services (ARS). ARS provides reasonable and appropriate accommodations to students who have documented disabilities. It is the responsibility of the student to make the ARS Coordinator aware of the need for accommodations in the classroom prior to the beginning of the semester. Students should follow up with their instructors once the semester begins. To make an appointment call the ARS

front desk at (928) 344-7674 or ARS Coordinator at (928) 344-7629, in the College Community Center (3C) building, next to Advising.

- 6.4 Academic Integrity: Any student participating in acts of academic dishonesty—including, but not limited to, copying the work of other students, using unauthorized “crib notes”, plagiarism, stealing tests, or forging an instructor’s signature—will be subject to the procedures and consequences outlined in AWC’s Student Code of Conduct.
- 6.5 Texts and Notebooks: Students are required to obtain the class materials for the course