

Commission on PEACE OFFICER STANDARDS & TRAINING



Command College

Education's purpose is to replace an empty mind with an open one.

— Malcolm Forbes

COURSE GOALS & OBJECTIVES

The Law Enforcement Command College is a fourteen month program designed to prepare today's law enforcement leaders for the challenges of the future. The Command College is a dynamic learning experience that focuses on the most effective methods, skills, and strategies needed to confront tomorrow's law enforcement issues. Our instructors

utilize proven adult learning techniques that place accountability and responsibility on the student. Since 1984, the Command College has prepared law enforcement leaders to anticipate the dynamic changes that are the hallmark of the Golden State. Get the education today to meet the challenges of tomorrow – Law Enforcement Command College.

Research Project

The goal of the **POST Command College** program is to contribute to the body of knowledge of law enforcement through information sharing. Students are required to complete a research project on emerging futures issues that will affect law enforcement in California. The results of these futures-oriented research projects are submitted in the form of an article for publication in a professional journal.

Course OBJECTIVES

- ▶ Participants will enhance their executive leadership ability through:
 - ▶ Futures orientation
 - ▶ Strategic management
 - ▶ Anticipating and influencing positive change
 - ▶ Advancing professional dialogue concerning emerging issues

Session 1

Defining the Future

A conceptual road map for studying the future and the role of a leader. Students are introduced to foresight research, police futures, and select a topic of interest to the future of policing as their focus for research throughout the program.

Session 2

Social Issues and Futures Research

Today's vague signals and emerging trends as they relate to social issues. Students explore world futures with a focus on China and the Middle East, and are introduced to design thinking. They leave the workshop with tools to conduct data collection and analysis as a part of their futures portfolio.

Session 3

Leadership, Politics, and Scenario Development

Leadership theories and how they relate to the student as a leader are presented. Students also examine morality and policing, and they engage in a final session on climate and its impact on communities. Together, these components help them learn to construct compelling stories about the future.

Session 4

Economics and the Case for Change

Explore forecasts of economic / political issues, including the public policy process and how these issues impact law enforcement. The week also contains added content related to creativity, design and innovation. Students leave with structures to present a "case for change" to their research topic.

Session 5

Creating Change to Achieve Extraordinary Outcomes

Examine broad-based technological and organizational management issues, as well as the processes to create extraordinary outcomes. Students leave with the tools and skills necessary to conduct strategic planning to create change in their organizations.

Session 6

Futures Planning Tools

A "tool box" of skills related to trust, radical innovation, and ways to add depth to the implementation of foresight concepts into their organizations. Students leave the session equipped to complete their futures research, and then author an original article submitted for publication in a police or similar journal, transition management systems, and evaluation components.

Session 7

Politics of Change

An overview of the program and study results. Students present the findings and outcomes of their research, and a final workshop presents ways teams can work more effectively together. The session concludes with the graduation ceremony and recognition of student achievements as members of their class.

ADMISSION REQUIREMENTS

All Applicants

- ▶ Be currently employed in a management position or higher (as determined by POST) with a participating agency in the POST program
- ▶ Have a minimum of two years experience in a leadership position with ability to influence policy or impact operations
- ▶ Be involved in community and professional activities
- ▶ Possess basic word processing skills and ability to conduct research on the Internet
- ▶ Be able to express an understanding of the dynamics of leadership in a law enforcement agency (written and verbal)
- ▶ Display an interest in major issues and concerns facing the future of California law enforcement
- ▶ Be nominated by your agency's chief executive to attend the program
- ▶ Submit a **POST Application** packet
- ▶ Be interviewed by a panel of law enforcement executives and receive their recommendation to attend the program
- ▶ Agree to stay at the course site during each session

Sworn Peace Officers

- ▶ Be eligible for a POST Management Certificate

Professional and Correctional Staff

- ▶ Have completed the POST Management Course
- ▶ Have completed the POST Civilian Management Course *AND* Advanced Civilian Management Course, *OR* equivalent as determined by POST

Program SPECIFICATIONS

Performance EXPECTATIONS

Students are expected to attend all sessions and actively participate in class. In addition to the research project and article preparation, course work will be assigned between sessions in preparation for in-class discussions.

The COST

Participation is reimbursed under POST Plan IV to agencies in the POST reimbursement program. Attendees from non-reimbursable agencies will be charged tuition. Contact POST for tuition fees.

The SCHEDULE

Two courses are offered each year, with a maximum enrollment of 25 students per course. Each course consists of seven sessions conducted over a 14- month period. Sessions are typically held every other month and generally last five days except for Session 1 and Session 7. Session 7 concludes with a graduation ceremony. Exact dates for each session can be found on the POST web-page under the Command College tab.

For more information

(279) 789-2431

post.ca.gov/command-college

