First-line Supervision

Sworn to Honor Class

Hosted by and held at the

Bucks County Police Training Center

1760 S Easton Rd, Doylestown, PA 18901

8am-4pm on **April 26, 2023**

This course takes the position that the responsibility for quality-control enforcement in an organization depends on the loyalty and abilities of its first-line supervisors. **Effective supervisors are those that know when to motivate, when to lead, when to discipline, when to be subordinate, and when to just get out of the way.**

Performance Benefits

- **Learning to motivate people**
- **Learning how to deal with daily conflict**
- **Learning how to balance supervision and friendships**
- **Learning to lead by example**
- **Improve supervision skills to become a better leader**

Attendees are taught:

- **The legal and fiduciary responsibilities of a first-line supervisor**
- **How to build a positive Supervisor-to-Subordinate relationship**
- **How to apply basic principles of employee motivation, leadership and performance management to day-to-day performance problems**
- **How to establish accountability with the difficult employee**
- **How to conduct a Problem-Solving conference and document a plan for performance improvement**
- **How to complete a Critical Incident Report that documents an employee's performance problem**

"Measure Performance not Performers"

Students receive a class outline, model forms, rules, and certificate of attendance. (Class size is limited, please register early)

Associate/ John Hall John's experience in law enforcement has been filled with professionalism and strong leadership skills. He has managed Patrol Operations, and was adept at bringing critical incidents to a successful resolution. John has served as a Certified Police Instructor assigned to a police academy for recruitment training in Arrest, Search and Seizure. John has been recognized throughout his career for initiating, building, and supporting departmental initiatives including the creation of a Special Operations Unit & Physical Fitness Evaluations. He received the honor of being "Officer of the Year in 2007." John was part of the US Customs task force responsible for the investigation of importation of narcotics in the US. He also investigated the influence of organized crime in NY and NJ as it relates to criminal offenses, corruption, and unfair labor practices. John also has a B.A. in Criminal Justice from Kean College, New Jersey.

Regular Tuition: $190 first registrant/$170 each additional (PO's Vouchers, postmarked on or after April 12, 2023)
Prepaid Tuition: $170 first registrant/$150 each additional (All cc payments and checks postmarked by April 20, 2023)
P.O's, Vouchers, Claims, DOJ accepted but does not guarantee tuition rate

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