

Executive Training Announcement

Management Prerogatives: The Most Misunderstood Power in Labor Relations

Audience: Chiefs, Sheriffs, Command Personnel
November 6, 2025 from 1:30pm-3:30pm EST Live Webinar

Overview: Few topics in American labor relations can ignite more confusion, resistance, or litigation than **management prerogatives**. This course demystifies the concept, equipping leaders with the legal authority and strategic clarity to **lead, correct, and protect** their agency's mission. In law enforcement, these prerogatives are not optional preferences; they are **non-negotiable pillars of public trust and confidence**. When properly understood and exercised, they become the backbone of ethical governance and operational resilience.

Top Three Learning Objectives:

1. **Clarify the Legal Boundaries of Management Authority**
 - Equip participants with a working knowledge of what management *can*, *must*, and *must not* do under labor law.
 - Distinguish between negotiable and non-negotiable decisions using case law and statutory frameworks.
 - Reinforce the lawful exercise of prerogatives without triggering unfair labor practice claims.
2. **Operationalize Management Prerogatives as Integrity Tools**
 - Reframe prerogatives as mission-critical—not discretionary—functions that protect agency culture, standards, and public trust.
 - Teach leaders how to use prerogatives to enforce performance, discipline, and deployment with ethical clarity.
 - Provide defensible language and documentation strategies for field use.
3. **Build Strategic Messaging to Navigate Resistance**
 - Prepare leaders to communicate prerogative-based decisions in a way that fosters unity, not conflict.
 - Develop audience-aware messaging for union leaders, command staff, and frontline personnel to communicate with them effectively.
 - Use visual models, quick-reference cards, and branded frameworks to reinforce legitimacy and reduce friction.

Prepaid tuition: \$145 first registrant, \$125 each additional registration received by October 30, 2025
Regular tuition: \$155 first registrant \$135 each additional registration received by October 31, 2025
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