PUBLIC SAFETY
LEADERSHIP DEVELOPMENT

COURSE SYLLABUS

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Indiana Fire and Public Safety Academy Instructors:

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Course Description:

Welcome to the Public Safety Leadership Development course provided by the Fire and Public Safety Academy. This leadership course is an all-discipline inclusive training that strives to foster and advance Indiana's public safety leaders.

In this course subject matter experts use the *Socratic method* to engage students in a dialectic method of learning. This is not a lecture only class! From the first to the last hour of instruction students are exposed to creative, motivating, and passionate leadership growth.

This course helps to develop comprehension tools, methodology, and leadership skills that are beneficial in both the student's professional and personal lives. Here are some personal testimonials:

"I highly recommend this innovative leadership class that is transformative for all Public Safety Agencies; a valuable asset that will pay dividends in efficiency, productivity, and longevity."
- Director Chris K. Springer, White County Emergency Management & Homeland Security

"The class was engaging, motivational and one of the best classes I've taken in my 20-year career. I feel 100 percent that you and your training team do a wonderful job providing the tools you need to be a successful leader by using real-life experiences. All the while you're learning important things about yourself. I can't wait to sit through the class again!"
- Deputy Director Erin L. Campbell Wayne County Emergency Communications

"The leadership class is truly one of the most important and impressive courses any firefighter, company officer or chief can take. It has made me a more effective chief and has benefited me personally as well as my community."
- Chief Joe Martin, Dyer Fire Department

"Honestly, I did not have much of an expectation coming into this course. After the first hour I was hooked! The passion of the instructors to share their leadership knowledge is very evident. I feel if a person truly wants to excel as a leader, this training is essential and if practiced, has the potential to change any agency for the better!"
- Deputy Chief Training Andrew Buckler, Richmond Fire Department

"This is so much more than a class. It not only taught me what type of leader I am, but also taught me how to work with other various types of leaders. This class also provided a resource for networking with other first responders. I would not only recommend this class for those in executive leadership, but those frontline supervisors as well."
- Director Kevin D. Hicks, Grant County Central Dispatch

"We have classes to teach tactics, budgets, or any other task we are expected to provide as officers but, we have lacked guidance for the personal aspect of our job. This class covers the most important aspect of leadership, the personal component. It should be encouraged for all officers, if not required."
- Chief Barry Stroup Wabash Fire Department

Course Format:
This forty (40) hour course consists of two (2) separate blocks of learning. Both blocks are three (3) days in length for a total of six (6) days of instruction. Upon graduating from this course additional one-day leadership in-service style courses are offered around the State.

Course Requirements:
- Students must possess a Public Safety Identification (PSID) number.
- Students should have the ability to attend courses via face-to-face (classroom).

Overall Course Objectives:
During this course, participants will gain a deeper understand of:
- **Leadership Styles** – *discusses the principles behind the most common leadership styles used today. It also challenges students to see people for their humanity and not just as a vessel to reach a goal.*
- **Decision Models** - *exposes students to various decision models but focuses primarily on the "OODA Loop" created by Colonel John Boyd of the United States Airforce. The OODA Loop is most used in the emergency services field and will enhance the student's look at this type of decision-making process.*
- **Critical Communication** - *shows students how critical communications are often influenced by mitigated speech, orienting comments, emotional intelligence, and organization structures. Students will learn how to properly identify these techniques and prevent communication hazards.*
- **Goals & Priorities** – *walks students through the process of setting goals and priorities in both their personal and professional lives. These skills will be beneficial to individuals, teams, and organizations.*
- **Evaluations, Discipline & Awards** – *teaches the critical tasks for evaluating others with respect and transparency. In addition, it reveals that many emergency services organizations today have policies that address disciplinary issues but very few have a pathway to recognize individual or teams' success.*
- **Mental Health & Peer Support Teams** – *is an extremely informative course delivered by a subject matter expert who uses personal experiences to show how important it is to think of mental health just like all other physical health concerns.*
- **Stress & Resiliency** – *is a great resource to help students thrive in the emergency services field in a healthy and productive way. It covers the importance of a good diet, exercise and even sleep.*
- **Core Values** – *is designed to help leaders build organizational core values in a sustainable way. Students will learn how to use subject matter experts to build, publish and most importantly implement core values within an organization.*
- **Change Management** – *analyses the most common types of change management trends facing organizations and why understanding the Law of Diffusion of Innovation should be important to anyone in an organizational hierarchy.   Managing change is critical to anyone in a leadership role.*

- **Crucial Conversations** – *shows the importance of confronting others in a caring and respectful manner. All too often leaders at all levels avoid crucial conversations with those around them and only confront issues once situations have reached life impacting consequences. This course helps guide students through the process of having the conversations that can help others stay on track.*
- **Persuasive Communication** - *exposes students to the three most common ways people attempt to persuade others. Learning these techniques will help students to maximize their persuasive abilities while at the same time be able to detect when these techniques are being used on them.*
- **Logical Reasoning** – *teaches students how to build a structurally sound argument and be aware of the most common logical fallacies. It will also reveal the three types of reasoning often used by emergency services organization when making decisions.*
- **Advanced Communication, Body Language** – *provides students with the skills to manage their own nonverbal communication but also a way to better understand the clues they are reading in others. Over sixty percent of communication is nonverbal, so it is critical to organizational health to better understand when we are either influencing or being influenced body language.*
- **Personality Profiles** - *helps students to identify the strengths and weakness of their most dominate personality traits while at the same time recognize the strengths and weakness of their team, squad, and organization. This course is a great way to build team building skills.*

Course Expectations:

As a participant in this course, you are expected to:
- Review course announcements on a regular basis,
- Preview all class lectures and complete assignments on time,
- Participate in class discussions,
- Come to class prepared, with an open mind, a willingness to learn, and share your thoughts,
- If you need help or clarification, please ask questions, and notify the instructor in advance,
- Take advantage of all the resources that are offered to you when needed.