

DPD PUBLIC SAFETY LEADERSHIP CERTIFICATE



When leaders succeed, the DPD succeeds. DPD's Leadership Certificate will provide you with the tools to improve your skills and motivating, inspiring, and organizing those around you.

The Detroit Police Department is the cornerstone of the City of Detroit. Chief White will invite selected members of DPD to participate in leadership training to enhance their skills and build career pathways for the future.

DPD has partnered with Cleary University to develop two leadership certificates for Senior and Emerging Leaders in two separate cohorts supervised by Dr. Regina Banks-Hall.

Training will take place at DPSH and will meet twice a week for six weeks, from 5-7pm. Unlike traditional training, these sessions will combine relevant leadership topics with guest speakers, simulations, active learning techniques, and a capstone project with real-world relevance tailored to the demands of the DPD. This certificate also includes an innovative leadership coaching and mentoring component.

SESSION TOPICS

- Emotional Intelligence
- Making and Executing Unpopular Decisions
- Demeanor, Stress and Conflict
- Communication
- Accountability
- Delegation
- Team Dynamics and Loyalty
- Giving and Receiving Feedback
- Thought Leadership In Law Enforcement

6 WEEKS | 12 SESSIONS

WHEN	Tuesdays and Thursdays, Feb. 14 to March 23, 2023, 5 to 7 pm
WHERE	DPSH
WHO	Senior Leaders and Emerging Leaders
COST	This program is FREE of charge.

DPD's Leadership Certificate pairs a Senior Leader with an Emerging Leader to foster the mentor/mentee relationship even after the program is completed. Senior and Emerging Leaders each have separate classes but time is allocated to facilitate the coaching relationship with a structured mentor program.



Dr. Regina Banks-Hall
Coordinator

Dr. Regina Banks-Hall, SHRM-CP, is Cleary University's Dean of Graduate & Professional Studies and Professor of Business. She holds a BA in Business Management and an MBA with a concentration in Human Resource Management from Baker College. Dr. Banks-Hall earned her Doctorate in Business Administration, with a concentration in Leadership, from Walden University.

To apply or learn more about the Leadership Certificates, please contact Latasha Ellis at (517) 219-2610 (lellis@cleary.edu) or visit www.cleary.edu/dpdleadership.

DPD LEADERSHIP CERTIFICATE

FOR SENIOR AND EMERGING LEADERS

WEEK ONE

Classes meet Tuesday, Feb. 14, 2022 and Thursday, Feb. 16, 2022

Introduction and Goals of the Leadership Certification

- Chief's Vision and Expectations
- Leadership in Law Enforcement: High Stakes and Unique Attributes
- What You Will Get Out Of This
- Leading and Following in a Mission Driven Organization
- Personality and Leadership: Picking A Leadership Style
- Diversity: DPD Lessons Learned
- Being a Mentor and Mentee
- Course logistics and process

Emotional Intelligence, Listening Skills and Self-Awareness

- Listening Skills
- Self-Awareness
- Curiosity
- Reframing Skills
- The Mood Meter and RULER Method

WEEK TWO

Classes meet Tuesday, Feb. 21, 2022 and Thursday, Feb.23, 2022

Making Unpopular Decisions

- Why This Is Difficult
- Have A Plan
- Information Gathering and Filtering
- Seeking Input
- Loneliness of the Decision Maker
- Solutions-Oriented

Executing Unpopular Decisions

- Timing and Roll Out Of Your Plan
- Coalition Building
- Acknowledging Resistance
- Future Vision
- Trust and Verify

WEEK THREE

Classes meet Tuesday, Feb. 28, 2022 and Thursday, March 2, 2022

Demeanor, Stress and Conflict

- Calm and Steady
- Managing Stress and Conflict
- Unifying Vision
- Minimizing Risk
- Positioning the Past and Predecessors

Communication

- Up, Down, and Lateral
- 360 Degree View: Critical Thinking In Action
- Community View
- Gratitude and Humility

WEEK FOUR

Classes meet Tuesday, March 7, 2022 and Thursday, March 9, 2022

Ethics, Integrity and Accountability

- Keeping Score On Results
- Balancing Community Relations and Policy
- Moral Factors in Decision Making

Delegation

- Matching People and Tasks
- Progress Updates
- Avoiding Surprises

WEEK FIVE

Classes meet Tuesday, March 14, 2022 and Thursday, March 16, 2022

Team Dynamics and Loyalty

- Building Trust
- Monitoring Morale
- Special Situations: Violence, Grief, Surprise

Giving and Receiving Feedback

- Setting Expectations
- Feedback Framework
- Separating Facts From Emotion
- Process and Documentation

WEEK SIX

Classes meet Tuesday, March 21, 2022 and Thursday, March 23, 2022

Thought Leadership In Law Enforcement

- Where Policing Is Heading
- Peer Review: US and Global
- Integrating Data Into Decision Making
- Developing Your Point of View

Leadership Course Readout and Next Steps

- Real World Project
- Presentation Opportunity