



Spector Criminal Justice Training Network, Inc.

Presents...

MID-MANAGEMENT SUPERVISION 3 Day Course

\$425.00



9-11

APRIL



0830-1630

AM PM



Hosted by: West Haven PD

This course will provide a basic understanding of the law enforcement middle manager and related issues in labor relations, planning, municipal budgeting and time management, as well as personnel management towards the next generation of police officers. The course will cover law and related issues in drafting police policies and provide updates on general management liability issues.



Elliot Spector, Esq.

Day One, 4.9.25



**Chris Bartolotta,
(Deputy Chief)**

Day Two, 4-10.25



**Gerald Narowski
(Retired Chief)**

Day Three, 4.11.25

**Register On-Line @
www.spectortraining.org**

Questions? Call us at 860.593.6550

CT POST Credits!!

Leading Across Generations "Getting Caught in the Middle"

- Improving the understanding of the generational issues
- Engagement in the workplace among generations
- Followship vs. Leadership
- Balance for Law Enforcement Middle Managers
- Strategic Planning for Organizations
- Change and Acceptance

Mid-Management Liability

IN GOD WE TRUST

US Supreme, Second Circuit & CT Appellate Court Cases, Federal and State Statutes Will Be Addressed to Provide Guidance to Ensure Constitutional and Effective Policing. Realistic Case Examples Will Be Discussed in Each of the Below Topics:

- Standards Applicable to Mid-Management Liability
- Mid-Management Decision Making
- Training Liability Issues
- Policy Liability Issue Including Efficiently and Economically Drafting Policies
- Hiring Liability Issues
- Failure To Supervise and Control
- Failure To Discipline

Principles of Mid-Management

Improving Employee Accountability - through establishing job responsibilities and goal setting, supporting a culture of achievement, and managing for high performance.

Engagement in the Workplace - critical distinctions between engagement and satisfaction, identifying ways to take effective actions to improve engagement, and distinguishing between supervision, management, and leadership.

Human Resource Management and Employment Law - key federal and state laws for the middle manager, employee leave, fair employment laws, and collective bargaining/MERA.

Budgeting Overview for Law Enforcement Managers - principles of municipal budgeting, accounting versus budgeting, as well as costing, procurement, and grants.

Strategic Planning for Organizations - law enforcement strategic plans versus private sector, and the importance of vision, values, and mission.