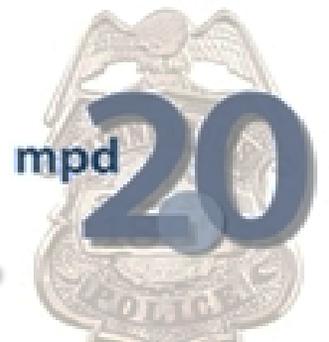


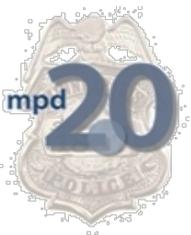
Leadership & Organizational Development Division



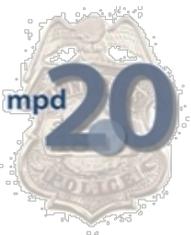
Leadership & Organizational Development Division

Mission Statement

The Leadership & Organizational Development Division (LOD) is charged with the management of programs and units that are associated with employee development. The model for employee development set forth by this Division will provide consistency not only in the hiring process of new recruits but also the leadership development and continuing education of sworn and civilian personnel.



What we are today...



Leadership & Organizational Development Division

Pre-Service

Recruit
Academy

Cadet
Academy

CSO Program

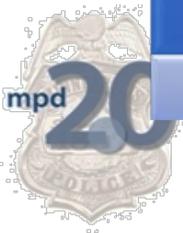
FTO Program

Recruitment

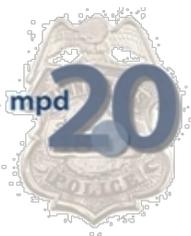
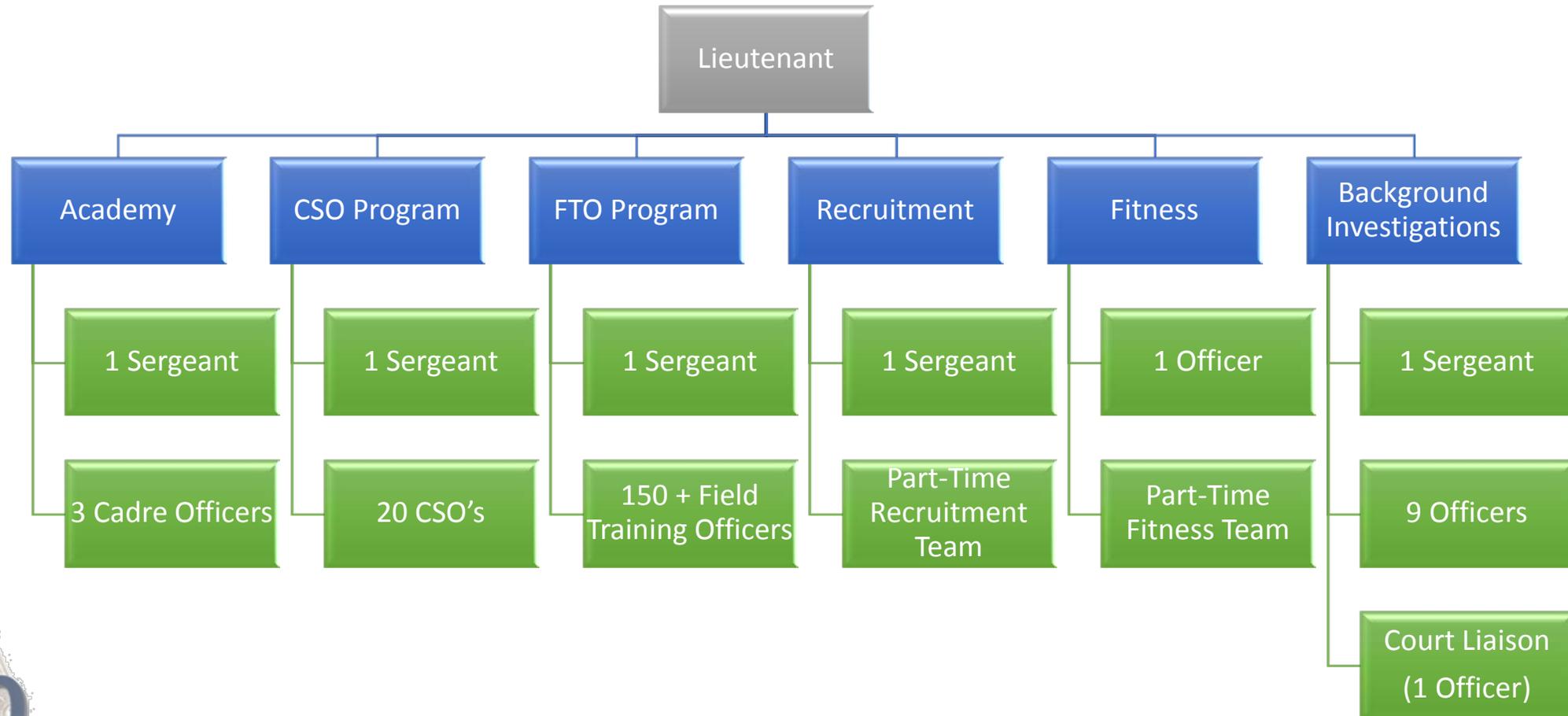
Fitness Team

Backgrounds

Court Liaison



Pre-Service Unit



Leadership & Organizational Development Division

In-Service

POST Mandated
Training

Continuing
Education

CIT Coordination

CED
Coordination

Training Records

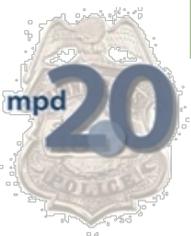
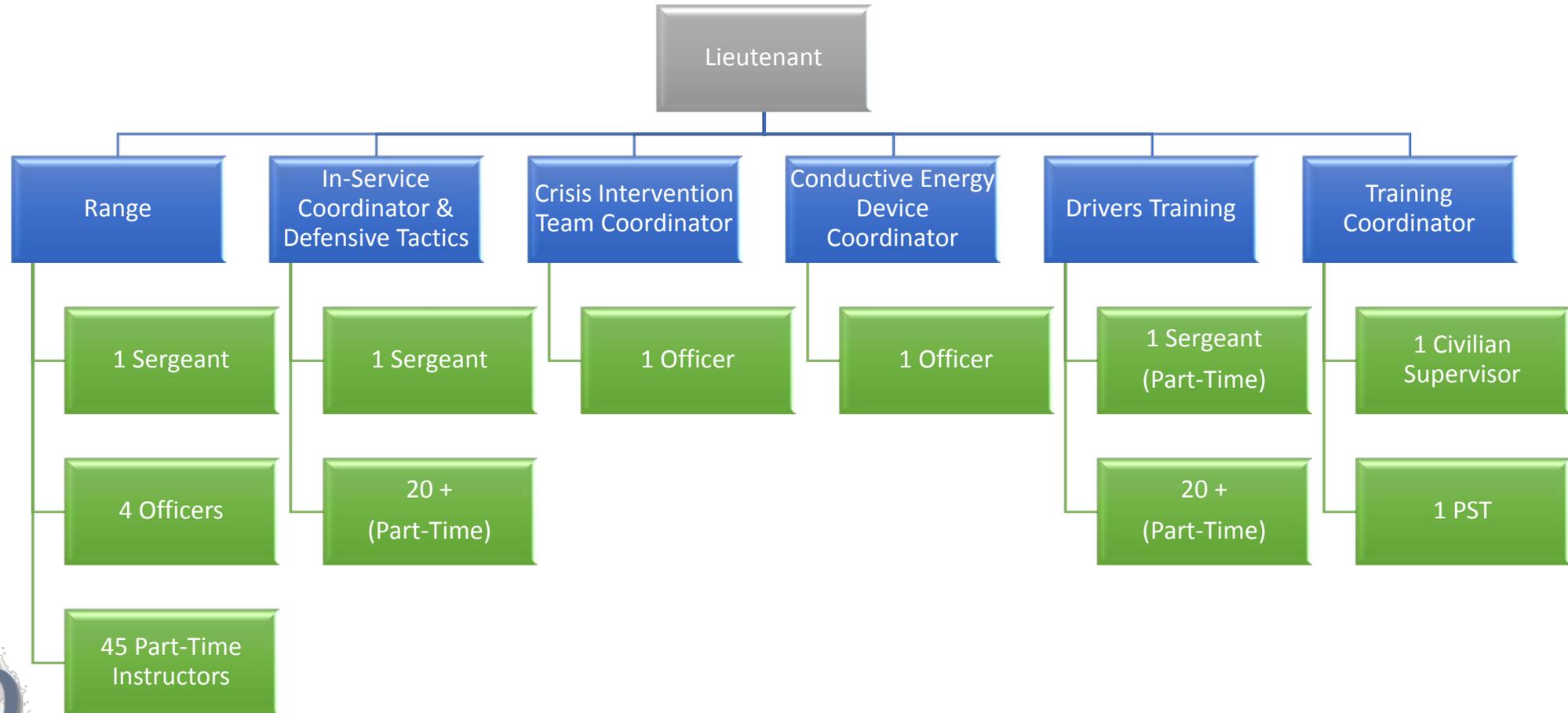
Travel

Special Duty
Processing

Purchasing &
Vendor Payment



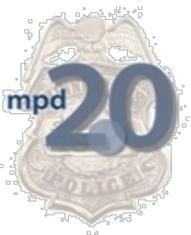
In-Service



2014 Goal – Innovative Training

Will educate employees on topics specific to the profession of policing by using different platforms and tiers that will allow for flexibility while maintaining consistency

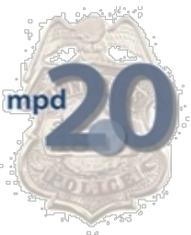
- Performance Management System
- On-line learning
- Leadership Course (Basic & Advanced)



2014 Goal – Accountability & Efficiency

Will streamline day to day operations whereby increasing morale and institutionalizing a culture of efficiency. Standardized processes and documents will demonstrate professionalism as an organization, show transparency when needed, and can be considered a step towards accreditation.

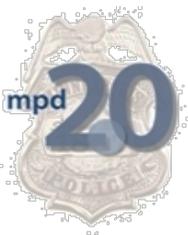
- Streamline Department Processes
- Develop yearly business plans
- Establish Division meetings and set specific agendas
- Disseminate Information to the Department in a more effective manner



2014 Goal – Organizational Development

Will provide the Departments Executive Team with information that can be used to shape this Division for growth by establishing an organizational structure that will withstand the constant variables known to exist in the world of policing

- Define staffing positions & unit functions
- Create Division Hierarchy
- Seek feedback from all areas of the Department
- Establish baseline for training criteria and certification needs for specialty units within the department
- Refresh webpage design and functionality



Cultural Awareness Training – Points for Discussion

- How is this training defined by different groups
- What process should we use to find the most beneficial and efficient training that can be agreed upon by all stakeholders
- Managing expectations as related to cost and time needed to facilitate training
- How do we measure if the training that was selected is a success

