



# HIGH PERFORMANCE LEADERSHIP

Two of the most common reasons for lawsuits against law enforcement agencies are failure to lead and failure to train. What happens when we fail at both?

- Learn strategies guaranteed to make your job easier and make you a more effective leader
- Discover the vast world of leadership studies largely untapped by law enforcement
- The private sector is doing some things very well. See what we could learn from them
- Learn what superiors and subordinates are looking for in L/E leaders today
- See how to build a high-performance and highly cohesive team
- Learn the leadership skills that can open doors now and after retirement
- Discover the one trait that separates mediocre leaders from iconic leaders
- Learn how to bring your people and your unit/organization to the next level

*To register or inquire about hosting training...*

Visit

[www.LearningBlue.com](http://www.LearningBlue.com) (848) 849-BLUE (2583)

Or call

**Leading Blue**

PO Box 087

Adelphia, NJ 07710

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# WHAT'S IN IT FOR ME?

The private sector is pouring money into developing leaders. Why aren't we?

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## BENEFITS TO THE ORGANIZATION

- Every high-profile law enforcement failure resulted from a failure of leadership at a scene. You need strong leaders!
- Increased followership and commitment to the organization
- Demonstrate to elected officials and constituencies a strong effort in agency development
- Develop future leaders and improve your bench
- Better leaders means less internal and external complaints
- Becoming known as the agency with the best training helps attract better employees and increases employee retention
- Enhance agency culture; build a leadership culture
- Better leaders means a better relationship with the community
- Better performers, better decision makers, more opportunities to delegate, increased agency standing, happier employees, more disciplined agency, all for a lasting impact!

“Train people well enough so they can leave, treat them well enough so they don’t want to.”

—Richard Branson

## BENEFITS TO THE ATTENDEE

- Develop strong leadership skills for handling today’s challenges
- Be prepared to deal with chaotic crisis situations
- Learn how to deal with difficult employees
- Distinguish yourself from mediocre agency managers
- Learn how to serve both up and down the chain
- Open doors and create opportunities both now and after retirement
- Become that trusted leader that others count on for advice and assistance
- Learn the keys to developing credibility in the role
- Discover some of the most dangerous obstacles to effective leadership
- Boost confidence, learn how to develop vision, prepare for success and build that resume!

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## The Day's Agenda

### Module One: Introduction

- The single most important tenet of leadership
- The other single most important tenet of leadership
- Opening cases studies
- Instructor and class introduction

### Module Two: The Importance of Leadership

- Leadership lesson from a Navy Seal
- The importance of leadership
- The problem with leadership training
- The leader-follower perspective disconnect
- Great leadership, I mean "Great Leadership!" is not the norm. What can we do?

"You don't inspire your teammates by showing them how amazing you are. You inspire them by showing them how amazing they are."

-Robyn Benincasa

- Replacing the one-and-done supervision class with a comprehensive leadership development program

### Module Three: Leadership Fundamentals

- The importance of vision
- Leadership without rank
- Followership and coachability
- What GE CEO says is the one-word key to followership
- Emotional Intelligence/Competence
- Ethics is everything
- Creating the environment: how do you treat your people?
- Why Southwest Airlines gets it right year after year
- The leader as a trainer
- Communication in leadership
- Servant leadership
- Discipline in leadership

### Module Four: Obstacles to Effective Leadership

- Rogue leadership
- Delegate syndrome
- Inequity in treatment
- Malicious assignments
- Imposter syndrome

### Module Five: Taking Over a New Role

- Learning and listening

- All eyes on the leader!
- Inherited leadership
- Knowing the unit, knowing the people
- The exciting process of building as a team

### Module Six: Leading in Crisis

- Crisis situations happen in all jurisdictions
- Begins long before the crisis
- Getting all the facts
- Protect your people from themselves
- Constant self practice
- Constant planning: closest hospital, LZ, resources, etc.

### Module Seven: Advanced Concepts

- The leadership mindset
- The currency of leadership
- Ethics in leadership
- Building a leadership culture

### Module Eight: What Else?

- Employee wellness and burnout
- Leaders building leaders
- Toxic and rogue employees
- The importance of commitment to the organization
- Earn this!
- Closing

Topics subject to change

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# WHAT OTHERS ARE SAYING

“Outstanding class! Fantastic instructor! This type of leadership training is needed now more than ever! Your leadership is making a difference! Thank you!”

-Rappahannock Regional CJ Academy, November 2022

“Very relevant to the profession. Andrew is great. I love and appreciate his passion and his desire to create better leaders within the law enforcement community. We need it now more than ever on the street level and in the academies.”

-Rappahannock Regional CJ Academy, November 2023

The class was “incredible and refreshing. This is needed content for everyone.”

-July 2022 Police Academy Inservice

“This presentation was fantastic. I registered because I was told to register for this. I'm going to reference and recommend this because I am excited about what I heard and learned. Thanks!” -IACLEA 2020 National Conference Attendee

“You speak from the heart-everything you said is believable. Loved this class! Strongly recommended to others. -Sheriffs Dept. Inservice

“Instructor was extremely knowledgeable on topic. One of the best supervisor/leadership classes I have taken.” -Police Academy Inservice

“This class needs to be taught more within agencies. It was great to see how the basics of becoming a leader will only make you a better person and a better agency to work for.” -Police Academy Inservice

“Excellent presentation. Andrew hit on everything I need to help me learn about myself. I will continue to take this class as part of my yearly training.” -ILEETA 2021 National Conference Attendee

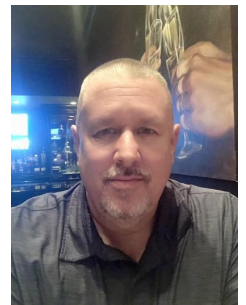
“The function of leadership is to produce more leaders, not more followers.”

-Ralph Nader

## About the Presenter

A 32-year law enforcement veteran, Andrew A. DeMuth Jr. (an IADLEST accredited trainer) developed an interest and passion for leadership early on in his career. Having worked for four different law enforcement agencies, he had a front-row view to a variety of different leaders and leadership styles. Twenty-three of those years were in leadership roles.

Most recently, Andrew managed a unit that oversaw the statewide DNA collection program by more than 500 law enforcement agencies throughout the state and ensured that collections were compliant with state and federal regulations. In that role, he also managed a 21-county training program that trained several times each month throughout the state. Andrew also taught High-Performance Leadership, a class he built specifically for law enforcement, at police academies throughout the state.



Prior to this role, Andrew spent 25 years with the Freehold Borough Police Department. During his career, he spent 17 of those years managing patrol squads and later the investigations division and narcotics unit. Andrew also served as the agency training officer, range master, press information officer, youth police academy director, and intelligence officer. Andrew spent two years serving part time on the U.S. Immigration and Customs Enforcement (ICE) statewide Violent Gang Task Force as well as one year undercover with the Monmouth County Prosecutor's Office Narcotics Strike Force.

Andrew also serves as an adjunct professor for Middlesex College and Southern New Hampshire University teaching Leadership in a Law Enforcement Organization along with other criminal justice classes. He has authored articles on leadership and professional development for the FBI Bulletin, PoliceOne.com, the ILEETA Journal, and others. Andrew has spoken nationally on leadership and professional development at conferences including ILEETA and IACLEA. He has a master's degree in leadership science, and has received awards including the combat cross and valor award from the NJ Division of Criminal Justice, the NJ State PBA, the 200 Club, and various other organizations.



# Good training doesn't have to break the bank.

Disney Leadership Excellence Program	<del>\$1,750 per day</del>
American Management Association (AMA)	<del>\$1,395 per day</del>
Leadership Excellence and Coaching	<del>\$1216 per day</del>
Large Law Enforcement Training Group	<del>\$173 per day</del>

“There are no bad teams, only bad leaders.”

-Extreme Ownership

## Leading Blue High Performance Leadership

- Includes...
- ☑ Full-day Training Presentation on High Performance Leadership
  - ☑ In-class handout materials
  - ☑ Beautiful Certificate of Completion
  - ☑ 100% Money Back Guarantee
  - ☑ 50% tuition if you want to take this class again as a refresher (Valid once)
  - ☑ If paying yourself, may be tax deductible. (Check with your accountant)

## Upcoming Locations and Dates

Ontario, OH	<b>April 14, 2025</b>	Townspace Suites by Marriot
Fredericksburg, VA	<b>April 28, 2025</b>	Rappahannock Regional Criminal Justice Academy
Mission, KS	<b>May 19, 2025</b>	Sylvester Powell Community Center
Weyers Cave, VA	<b>June 16, 2025</b>	Central Shenandoah CJ Training Academy
O'Fallon, MO	<b>September 15, 2025</b>	O'Fallon Police Department Training Center
Chambersburg, PA	<b>October 6, 2025</b>	Franklin County Public Safety Training Center
Caernarvon, PA	<b>October 20, 2025</b>	Caernarvon Police Department
Fredericksburg, VA	<b>November 3, 2025</b>	Rappahannock Regional Criminal Justice Academy
Jersey Village, TX	<b>November 17, 2025</b>	Jersey Village Civic Center
Roanoke, VA	<b>December 5, 2025</b>	Roanoke Police Academy

For additional dates, visit  
[www.LeadingBlue.com](http://www.LeadingBlue.com) or call  
(848) 849-BLUE (2583)

**Just \$199 for the day!**

## Leading Blue Vision Statement

...to have a transformative impact on law enforcement by providing high-quality training on the modern-day tenets of leadership and the possibilities that come with ideas and an unwavering commitment to excellence. Improve your agency, improve our industry, improve the world.

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Leading Blue - Law Enforcement Leadership Academy  
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Almost every high-profile law enforcement failure is the result of the leadership at the scene.



How are your leaders? How is *your* leadership?

***What Others Are Saying...***

“Outstanding class! Fantastic instructor! This type of leadership training is needed now more than ever! Keep on grinding! Your leadership is making a difference! Thank you!

-2023 Attendee at Rappahannock Regional CJ Academy