

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

**Sheriff Robert D. Spoden**  
INITIATED BY



**Cmdr. Troy Knudson**  
DRAFTED BY

**Public Safety and Justice  
Committee**  
SUBMITTED BY

**November 13, 2013**  
DATE DRAFTED

**LEADERSHIP DEVELOPMENT TRAINING PROGRAM**

- 1 **WHEREAS**, the Sheriff's Office plans to purchase a training program for leadership development;
- 2 and,
- 3
- 4 **WHEREAS**, the International Academy of Public Safety has developed a web based training program
- 5 called the Law Enforcement Center for Leadership Development; and,
- 6
- 7 **WHEREAS**, the Law Enforcement Center for Leadership Development program is intended to be an
- 8 important part of the Sheriff's Office succession plan; and,
- 9
- 10 **WHEREAS**, the comprehensive leadership training program will be available to Sheriff's Office
- 11 employees at all levels; and,
- 12
- 13 **WHEREAS**, the International Academy of Public Safety is the developer and sole source provider for
- 14 this training program.
- 15
- 16 **NOW, THEREFORE, BE IT RESOLVED** by the Rock County Board of Supervisors duly assembled
- 17 this 21 day of November, 2013 that a purchase order for the training program, Law
- 18 Enforcement Center for Leadership Development, be issued to International Academy of Public Safety, in
- 19 the amount of \$25,000.
- 20
- 21 **BE IT FURTHER RESOLVED** that payment be made to the vendor upon approval of the Public Safety
- 22 and Justice Committee.

Respectfully submitted,

**Public Safety and Justice Committee**

Ivan Collins  
Ivan Collins, Chair

Mary Beaver  
Mary Beaver

Henry Brill  
Henry Brill

Brian Knudson  
Brian Knudson

Larry Wiedenfeld  
Larry Wiedenfeld

13-11D-454

**LEADERSHIP DEVELOPMENT TRAINING PROGRAM**

Page 2

FISCAL NOTE:

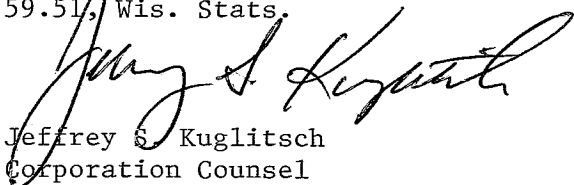
Sufficient funding is available in the 2013 and 2014 Sheriff's budgets for the cost of this training program. Since the training program will not be rolled out until 2014, the 2013 funds set aside for this purchase will need to be carried forward to 2014.



Sherry Oja  
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to secs. 59.01 and 59.51, Wis. Stats.



Jeffrey S. Kuglitsch  
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Craig Knutson  
County Administrator

**LEADERSHIP DEVELOPMENT TRAINING PROGRAM**

Page 3

**Executive Summary**

The Sheriff's Office plans to purchase a training program for leadership development. The program was developed by the International Academy of Public Safety.

The web-based program is called Law Enforcement Center for Leadership Development. The program covers thirty modules of character, ethics, leadership, and emotional intelligence. Comprehensive leadership training will be available to Sheriff's Office employees at all levels.

This program is intended to be an important part of the Sheriff's Office succession plan. Currently, command staff personnel are sent to extensive leadership training programs such as the FBI National Academy or Northwestern Staff and Command training; however, very little leadership training is available for line personnel. This has been determined to be a significant shortcoming considering that these staff members must be able to function as leaders in emergency situations and must begin preparing themselves for future leadership roles within the Sheriff's Office as current agency leaders retire.

The general leadership training program is set by the International Academy of Public Safety and is presented by retired or current FBI, academic, federal, state and local law enforcement instructors. The training addresses topics such as ethics, character, communication, change, and emotional intelligence. Additionally, the training is customized, and a portion of the training will be presented (via video) by Sheriff's Office command staff. This aspect of the training is important to ensure that the training is compatible with the Rock County Sheriff's Office philosophy and perspective on law enforcement and corrections.

From a financial perspective, this program is much more economical than individually sending officers away for training. This flexible, online program will allow nearly all Sheriff's Office personnel to receive this training while they are at work, avoiding the usual training expenses of replacement staff, food, and lodging. The program provides more than forty hours of training for each employee. As there are more than two hundred employees at the Sheriff's Office, that would result in approximately eight thousand hours of training, with a final cost of slightly more than three dollars per training hour.

The Rock County Sheriff's Office plans to roll out the program with the Dane County Sheriff's Office in early January, 2014. Rock County will receive a discount of \$5,000 for rolling out the program with Dane County. The cost of the program is \$25,000 after the discount.

The program will be funded as follows:

2013	\$10,000	21-2200-0000-64904	Sundry – Correctional Facility
2013	\$2,500	21-2200-0000-64200	Training – Correctional Facility
2013	\$2,500	21-2100-0000-64200	Training – LES
2014	\$5,000	21-2200-0000-64200	Training – Correctional Facility
2014	\$5,000	21-2100-0000-64200	Training – LES

Readiness Network, Inc., dba the International Academy of Public Safety, is the sole developer and the sole source for the customized Law Enforcement Center for Leadership Development program.



November 8, 2013

Sheriff Robert D. Spoden  
 Rock County Sheriff's Office  
 200 E US Highway 14  
 Janesville, WI 53545

Sheriff Spoden,

I am writing this letter to formally certify that Readiness Network, Inc., dba International Academy of Public Safety is the sole developer and sole source of the following customized on-line Center for Leadership Development program:

**Program Content**

**Core 1 Modules (15 hrs.)**

1. Induction to leadership program
2. Leadership Principles and Concepts
3. Lincoln on Leadership
4. Personal Leadership
5. 1<sup>st</sup> Line Supervision
6. Mid-Level Supervision
7. Leadership and Change
8. Ethics and Leadership
9. It's Your Ship
10. Leadership and Power
11. Leadership Theories & DISC
12. Active Listening
13. Effective Communication
14. Military leadership
15. Conclusion

**Core 2 Modules (15 hrs.)**

16. Founding Fathers on Leadership
17. Good to Great / Problem Based Leadership
18. Practical Emotional Intelligence
19. Conflict Management
20. Communication in the Heat of Chaos
21. It's Our Ship
22. Cultural Sensitivity Awareness
23. Action Leadership
24. Reflective Leadership
25. Start with Why
26. Generations
27. Legacy Leadership
28. Succession Planning
29. Human Capital Management
30. Conclusion

**Delivery**

The content is delivered through a SCORM Certified secure and confidential On-Line Academy that sits outside of the agency with full customization, registration, grading, compliance and certification features.

Sincerely,

Mitch Javidi, Ph.D.  
 President