



RANDY MEANS & ASSOCIATES,

Rubicon Leadership Institute

The Path to NEXT LEVEL LEADERSHIP II

Advanced Organizational Leadership

A TWO-DAY WORKSHOP ON
CREATING AND MAINTAINING
HEALTHY ORGANIZATIONS



The Path to Next Level Leadership II: Advanced Organizational Leadership focuses on the aspects of leadership that is important to all leader's but the scope of this training is dialed in a little tighter to the requirements of organizational leadership than The Path to Next Level Leadership I: Leadership Fundamentals that Transform. Leaders who are seeking to understand what the next level of organizational leadership might look like, this is the place.

INSTRUCTOR/FACILITATOR



Deputy Chief (Ret) Dean C. Goodwin



30 years in law enforcement, including serving as the Deputy Director of a Regional Criminal Justice Academy in Washington, DC Region



U.S. Marine Corps and Desert Storm Veteran



Executive Masters Degree in Leadership from Georgetown School of Business and a Masters in Adult Learning and HRD from Virginia Tech

This is macro-leadership training about the shaping of organizational culture through enhanced methods of human development and proper use of strengthened systems.

Mid-level leadership to command will find immediate application and benefit in all of the topics we will cover. First line leaders could benefit too as much of this information could be applied at a micro-level, but the principals would be getting leader reps. Like all of our training, you will be working the two-days and not just sitting back and racking up in-service hours. We know for a fact involvement greatly influences retention and the ability to turn those good feelings into practice. This requires a systemic approach to what historically was left to individual supervisory and managerial discretions. The program shows the need for *organizational* solutions to *organizational* problems. It reminds senior leadership – the “big picture” people – of the vital need still to mind the store and keep close watch on the “little” things.

Meet Our Other Facilitator



Randy Means is the son and brother of West Pointers, himself a former operations officer and then executive officer (second-in-command) of a small combatant naval vessel. Following his military career, he was a department head of a state law enforcement training center and spent nearly ten years as in-house counsel to a major city police department. He has been a partner in a prominent law enforcement consulting firm for 25 years, and is a nationally recognized expert in police law, systems, leadership and accountability.



RANDY MEANS, J.D.

A graduate of the highly regarded University of North Carolina School of Law, his work has been mentioned in the Wall Street Journal, discussed on 60 Minutes and featured on both the Law Enforcement Television Network and FBI Training Network. Author of a book on policing, 100+ published articles, and past head of the National Association of Police Legal Advisors, he has conducted law enforcement training in every state and Canada; and has taught more than a half-million law enforcement officials, including tens of thousands of police leaders.

Workshop Topics

Strengthening Organizational Culture
The "Well-Disciplined" Organization
Dealing with Misconduct
Keys to Fairness and Just Culture
Assuring Needed Consistency
Proportionality in Disciplinary Actions
The Five Liabilities of an Organizations
Brady/Giglio

Unity of Command
Proactive Effects of Close Supervision
Complaint Handling and Documentation
Organizational Goals
Judgment
Performance Evaluation and Discipline
The Power of Recognition Systems
Goal Setting and Attainment



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RANDY MEANS & ASSOCIATES, LLC
312 E. Main Street, Suite 1801 Norfolk, Virginia 23510
757-618-2246 www.randymean.com