



RANDY MEANS & ASSOCIATES

Rubicon Leadership Institute

The Path to Next Level Leadership I

Leadership Fundamentals That Transform

**A TWO-DAY WORKSHOP ON
LEADING, MENTORING AND GUIDING
YOUR TEAM**



This is a fast-paced and dynamic experience. Participants learn through action-learning activities, group discussions, lectures, and team exercises based on real events.

The workshop drives participants to critically assess their leadership strengths and weaknesses and consider the best path forward, and upward.

INSTRUCTOR/FACILITATOR



Deputy Chief (Ret.) Dean 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 workshop helps *first-line supervisors and mid-managers* acquire skills needed to maintain a mission-driven culture of accountability, high morale and proper performance. Historically, negative culture and sometimes less-than-stellar organizational leadership have caused big problems. There has been dangerous professional slippage. Many first and second-line supervisors failed to meet leadership standards, assure proper accountability, properly protect their organization ... do their jobs. Why? One cannot hit a behavioral target when one cannot see the target. Strengthened policy plus committed leadership can reverse all that by needed course corrections. We expect first and second-line supervisors and mid-managers to play team-ball with their organizations. Individual compasses must be aligned with organizational leadership requirements. Good leaders must also be good followers. The path forward as a leader is true north. This workshop illuminates that path.

What You and Your Department Gain

- Appropriate supervisory accountability to standards of supervision and management
- Heightened accountability of officers and other employees to professional standards
- Improved employee motivation, engagement and performance
- Better decision-making, emotional intelligence, and relationship management
- Stronger, more positive, mission-driven professional culture – less risk, less liability
- Deeper understanding of how to influence and persuade people at all levels
- Improved ability to link everyday mission to overall organizational goals
- Increased ability to drive sustainable change
- Enhanced strategies and tools to coach and provide feedback to others
- How to leverage relationships and employ resources to achieve results

Meet Our Other Facilitator



RANDY MEANS, J.D.

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.

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.



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