

THE THIRD EDITION

EVERY OFFICER IS A LEADER

*Coaching Leadership, Learning, and Performance in Justice,
Public Safety, and Security Organizations*

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Angela Workman-Stark, PhD

What You Can Gain by Reading this Book

Plan a leadership development curriculum for yourself and others that provides leaders with the skills they really need for modern police and public safety work.

Get ready for your next promotion with a portfolio of skills that fit any leadership position you are applying for. Assess your leadership skills in researched competency areas to enhance your leadership capabilities.

Create an individualized leadership development plan to target skills that you need to work on.

Build a Leadership and Learning Organization to create a healthier, more capable organization to manage public safety.

Learn a proven Problem and Opportunity Coaching Model for collaborative problem-solving and decision-making.

Learn to build continuous improvement teams that can get better results and successfully design and execute strategic plans.

Learn about the ethics of leadership to enhance your critical decisions.

Learn how leadership development has a profound impact on the morale and performance of individual officers, teams, and your organization.

Credible Leadership: ICLD Phase IV
Micro-Skills: The Competency-Based Link
In Leadership Education and Training

Online Training and Certification are available based on
this book at:

<https://myicld.com/register-3/>

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With Forewords by:

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ENDORSEMENTS

This book, and the Credible Leadership online course that accompanies it, is the most comprehensive preparation I have seen in the literature for all kinds of officers in the justice and public safety system to build better places to work and enhance public trust at the same time. The authors' vision of preparing officers and professional staff to lead early on in their careers in this broad set of leadership skills has been a missing link in previous training programs that I have reviewed. After you read this book and complete the course that accompanies it, you can use the book again and again as a reference guide to effective leadership performance.

Marshall Goldsmith** is the New York Times #1 bestselling author of **Triggers** and **What Got You Here Won't Get You There

The rate and nature of change we are now witnessing demand transformational leadership at every level of our policing organizations. I'm not talking about positional leadership (e.g. sergeant, lieutenant, chief or sheriff). Instead, I'm referring to the compelling need for leadership that is framed, in an almost spiritual way, by the true purpose of policing - controlling crime in a just and rightful way that is consistent with the values espoused in our Constitution. This is why **Every Officer Is a Leader** is so important and should be standard issue to every peace officer.

***Jim Bueermann**, President of the Police Foundation*

This book provides thoughtful insight to law enforcement managers who are ready to meet the challenges of leading and guiding their agencies through frequently difficult, but necessary, change.

***Tony Narr (Ret'd), MA**, Director of Management Education,
Police Executive Research Forum*

A truly inspirational book highlighting how effective grassroots leadership principles can transform any public safety organization into a high-powered and high-performing team.

***Captain D. Michael Abrashoff (Ret'd)**,
Former Commander U.S.S. Benfold - US Navy*

This book not only offers the direction and the road map for the leadership development journey, it gives us the supplies and nourishment to thrive along the way.

***Jim Kouzes**, Researcher, Professor and Co-Author of two best-selling leadership books:
The Leadership Challenge and **Credibility***

With the Third Edition of this text, Dr. Terry Anderson and his colleagues continue to push the public safety field towards effective 21st Century leadership. They make no claim that leadership development is easy. Indeed, self-awareness, self-development, and creating a continuous learning environment are at the core of leadership development, and those challenges are never easy. Yet, **Every Officer Is A Leader** provides not only a powerful philosophy of leadership but a field-tested road map to help each of us develop our abilities across our organizations and communities. I highly recommend this text to any agency looking to build a systemic culture of leadership in their organization. Moreover, **Every Officer Is A Leader** serves exceptionally well as the sole textbook or accompanying text in a variety of University classes.

***Jeff Green, PhD**, President/CEO, Center for Police Leadership and Ethics International
Chief, FBI Leadership Development (Ret'd)*

www.CommandCollege.org/eoil/

Visit this website to order the book or to download an examination copy of the Front Matter of the book, so that you can compare your leadership curriculum with this competency-based curriculum.

Visit <http://commandcollege.org/dlp/> if you are interested in the whole Developing Leaders ICLD I-IV program.

Every Officer is a Leader is becoming a reality in the New Westminster Police Service. For the past two and a half years we have applied the principles and practices from Transforming Leadership to conduct an organizational needs assessment, implement a strategic plan, and facilitate team development. These principles have also been instrumental in personnel development in our organization. Knowledge and insights gained from this book, together with training, have challenged staff to build additional leadership competencies into their careers and relationships.Â In every Officer is a Leader the road winds through public safety organizations through the use of experiences and examples from law enforcement, but the destination remains consistent. The five leadership practices represent central issues important to understanding Transforming Leadership - ProProfs Discuss.Â What did the authors of Every Officer is a Leader have to say about the five leadership practices outlined by Kouzes and Posner? This question is part of OPC Practice Quiz 2. Asked by PRP_Promo, Last updated: Apr 11, 2020. + Answer.