

NATIONAL CAPITAL REGION PUBLIC SAFETY LEADERSHIP SEMINAR



ABOUT THE PROGRAM

The course applies sound leadership principles to enhance motivation, satisfaction, and performance while developing homeland security and public safety leaders across multiple disciplines. Course materials are based on behavioral theories around interpersonal psychological interactions. Participants recognize and share best practices from real-life experiences and are challenged to maximize their own potential and discover and cultivate the potential of their subordinates. Leadership theories and accompanying strategies are presented through exploration of real-life scenarios and leadership challenges faced by individuals, leaders, teams, and entire organizations throughout the NCR.

PROGRAM OBJECTIVES

- Understand and apply modern behavioral science and leadership theories that enhance human motivation, satisfaction, and performance to achieve organizational goals.
- Learn frameworks to organize knowledge and experience into effective leadership actions.
- Integrate course content into daily leadership practices.
- Develop and fully achieve personal leadership potential.
- Inspire a lifelong commitment to the study and practice of effective leadership.

PROGRAM STRUCTURE

- Three, one-week, in-person sessions at COG offices in Washington, DC near Union Station
- 40 hours per week, approximately 8:00am – 4:00pm
- Cohorts of approximately 48 local/state/federal leaders across the NCR representing multiple disciplines
- Instruction is a mix of lecture and group learning activities that draw on participants' life and work experiences
- Pre-course reading and self-guided assignments required most nights during the course
- Continental breakfast and lunch provided
- All course materials included

CURRICULUM

The course has four Focus Areas:

- Focus Area 1 covers a leader's role in leading and developing the individual. Participants explore individual and generational differences, attributions and biases, expectancy theory, goalsetting, motivation through consequences, cognitive evaluation theory, job design, and followership.

- **Focus Area 2** explores the leader's role in leading and developing highly functional teams. Subtopics include group structural dimensions, group development, socialization, cohesion, team development through shared decision-making, and intergroup conflict.
- **Focus Area 3** presents a leader's toolbox, including social exchange, bases of power, avoiding favoritism, transactional leadership, transformational leadership, understanding and mitigating stress, and communication and counseling for leaders.
- **Focus Area 4** concludes the course with a leader's role in developing the organization. Specifically, attention is paid to the organization as an open system, influencing the external environment, harnessing the power of culture, leading change, creating learning organizations, and ethics and healthy organizations.

By the numbers*:

9.8/10.....Average Seminar Rating
10/10..... Average Instructor Rating
100%..... Would recommend the seminar to colleagues
100%..... Said the seminar provided knowledge and tools necessary to facilitate regional collaboration

*Spring '24 cohort

Spring 2025 Course Dates:

February 3-7, March 17-21, and May 5-9

Fall 2025 Course Dates:

September 22-26, October 27-31, and November 17-21

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ELIGIBILITY

Public service personnel with a leadership component to their professional responsibilities are eligible; and personnel from multiple disciplines are encouraged to apply. The course is intensive and home agencies should expect participants to be unavailable during course hours. Participating jurisdictions may set additional eligibility requirements.

INSTRUCTOR

Dr. Dave Mather has more than 30 years of experience in public safety with 350 agencies worldwide as an executive coach, leadership instructor, keynote speaker, and consultant. He served as a police commander in the U.S. for 25 years and holds advanced degrees in organizational and educational leadership.



I have enjoyed this program so much. It is very enlightening and gave a broader insight into what we experience and better ways to maneuver through obstacles daily... job well done!

-Bianca Bennett, District of Columbia Office of Unified Communications



The COG Leadership seminar is one of the best leadership-involved seminars I have ever been part of. Dave is a tremendous instructor. I find his delivery and presentation to be exhilarating, resourceful, knowledgeable, and interactive. I am grateful to have had the opportunity to participate in this program.

- Lt. Michael Byrd, United States Capitol Police



COST

Participants from MWCOG member jurisdictions are free of charge. The fee for non-MWCOG members and federal participants is \$1,500.

WHERE

Metropolitan Washington Council of Governments
777 North Capitol Street, NE, Suite 300
Washington, DC 20006.

PARTICIPANT OVERVIEW

Professionals from over two dozen agencies across more than one dozen local jurisdictions and federal, state, and regional partners spanning many disciplines: Law Enforcement, Fire/EMS, Public Health, Public Information, Emergency Management, Transportation, Cybersecurity, Human Services, and Volunteerism. Participants include Battalion Chiefs, Sergeants, Captains, Deputy Chiefs, Commanders, Investigators, Inspectors, Directors, Deputy Directors, Program Managers, Senior Managers, Lieutenants, Supervisors, Specialists, and Coordinators.

APPLY: Applications for Spring 2025 due Friday, January 5, 2025. www.mwcog.org/leadership

QUESTIONS? Contact: sfisher@mwcog.org.



Best leadership class I have attended in my 13+ year law enforcement career. Dr. Mather is an authentic, dedicated instructor who is genuinely interested in furthering the leadership capacities of individuals across multidisciplinary fields.

-Lt. Justin Lehman, Manassas City Police Department



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