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SHERIFF'S BULLETIN

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DEPUTY LEADERSHIP INSTITUTE

There is no other profession so universally looked upon for leadership as law enforcement. People look to us for fair and sound judgment, decisiveness, and courage in times of crisis. John F. Kennedy said that "leadership and learning are indispensable to each other." Our humanity is, in part, defined by our penchant to learn. It is in that spirit that we have created the Deputy Leadership Institute (DLI).

The Deputy Leadership Institute is a groundbreaking leadership development program that will set the standard for all law enforcement agencies. It was founded on the principle that leadership is intrinsic in the professional law enforcement officer and can be developed in each of us. DLI is designed to enhance our ability to be leaders in the communities we are entrusted to protect. DLI will help each of us recognize our leadership responsibilities and enhance our leadership skills, both personally and professionally. All employees of the Sheriff's Department will have the opportunity to benefit from the DLI experience.

To maximize effectiveness, our organizational vision must include a demonstration of the faith we have in each individual member to reach his or her leadership potential. We can and must remove blame, mistrust, and fear from our Department culture. These negative characteristics must be replaced by the principles of responsibility, faith, mutual respect, and courage. We must be ever mindful of our societal responsibility to improve the quality of life in the communities we serve and not to overly rely upon others to provide the solutions to problems we encounter.

Leadership requires us to have the courage to stand up for what is right, challenge what is wrong, and to apply common sense and fairness in all we do as leaders. The DLI program will assist us in the development of leadership potential that exists in every member of the Sheriff's Department.

As one of the premier community-based policing organizations in the world, we must continue to lead by example. To accomplish this, we must provide the best training and education possible for our front line law enforcement service

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A Tradition of Service

provider, the deputy sheriff. The DLI training is based on the adult learning theory of continuing education. It will initially consist of eight leadership development sessions. Session one is required for all employees and consists of three eight-hour days completed over a two-month period. Individuals may choose to continue their leadership development by voluntarily attending additional training sessions. Some of the topics the curriculum will address are: critical decision making, loyalty, ethics, motivation, and communication. To enhance the learning process, classes will include reading and study assignments, guest lectures, role playing, and small group discussions.

This innovative program is just one of the commitments your Sheriff's Department has made to move into the new millennium with the best educated and knowledgeable employees possible. Your commitment to developing your own leadership potential through DLI will benefit you, your Department, and the people we serve.