

Cristando House, Inc.

Consultants to Government

Est. 1980

POST and STC Management Update

“Leading the Law Enforcement Organization in Transition”

POST Plan III and STC certified

Tuition: \$299

This three-day Management Update is specifically designed for middle and top managers working in California law enforcement who seek to strengthen their leadership, change management and facilitation skills. Participants will examine emerging best practices in police management.

Participants will also examine operational efficiency and how the old cliché of “doing more with less” is no longer viable nor is the notion that more resources doing the same old thing will produce a higher level of service. Strategies to more efficiently use existing resources will be identified. The workshop is taught through a variety of learning methods, including lecture, discussion, case studies, video and small group discussion and exercises

Day 1

- Leadership Integration
- The Four Key Skills Essential to Success
- Management vs. Leadership
- Managing Change and Transition
- Employee Empowerment
- Facilitation Skills

Day 2

- Emerging Best Practices in Law Enforcement Management
- Recruitment and Retention
- Managing and Motivating The New Generation
- Creating The Learning Organization

Day 3

- Operational Efficiency
 - Organizational Mission
 - Data Driven Decision Making
 - Relationship of Leadership to Operational Efficiency
 - Community/Customer Input
- Expanding Community Policing: Building Social Capital and Strong Communities
- The Multiple Roles of The Law Enforcement Organization

May 5-7, 2015

Fresno Police Dept. Regional Training Center

Ronald Cristando has worked as a consultant to law enforcement since 1978. Certified by both California and Nevada POST, he has worked with hundreds of law enforcement agencies varying in size from over 9,000 sworn (LAPD and LA Sheriff's Dept.) to agencies with 12 sworn. His areas of specialization include disaster management; team building with policy, executive and management teams; executive, management and supervisory development; leadership development; change management and community policing.

In a career spanning over 35 years at all levels of government (federal, state and local), his experience, expertise, and unique understanding of government organizations have helped hundreds of state agencies, cities, counties and other organizations solve critical problems, implement necessary change, build more effective management teams, and develop the leadership skills and management practices crucial to success in an ever changing environment.

From 1971-1980 he served as the executive director of the Valley Regional Training Center (Fresno, CA), an intergovernmental, joint powers agency which provided consulting, training, and technical assistance to over 500 public organizations in central California. Until its closing in 1980, it was considered to be one of the most successful organizations of its kind in the United States. Previously, Mr. Cristando worked for the U.S. House of Representatives, the California State Association of Counties, a county administrative office and a county welfare department where he established one of the country's first food stamp programs. He earned his MA degree in public administration from the University of California, Berkeley and his BA degree in political science from California State University, Fresno.

Timothy Foley currently serves as the Chief of Police in Nevada City. Previously, he had a 32 year law enforcement career with the San Francisco Police Department. During his time with the SFPD, he served in a variety of positions in the Patrol, Investigation, Airport, and Administration Bureaus and was awarded a Silver Medal of Valor, six Meritorious Conduct Awards, and numerous Department Commendations.

As a Platoon Commander and Commanding Officer at several of the District Stations in San Francisco he managed numerous special events including, the Millennium Celebration in Union Square, the NBA All Star Celebration in SF, and dignitary visits. He also planned and lead a variety of successful special enforcement programs which included, narcotics enforcement, violence reduction, and auto theft/burglary abatement. He authored and managed a violence reduction plan that dramatically reduced homicides in a police district and became the model for the Department.

He is a POST certified IDI and ICI Instructor teaching Operations Planning, Critical Incident Stress Management, and Leadership Development. In 2010 the U.S. Department of Justice selected him to address government officials and instruct law enforcement personnel in a developing European country. He earned his Bachelor's degree in Management from St. Mary's College.

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