

Sheriff Dennis M. Lemma



# SEMINOLE COUNTY SHERIFF'S OFFICE



## SESSION #020 COMMAND & STAFF LEADERSHIP PROGRAM

Proudly Sponsored by:

Sheriff Lemma & the Seminole County  
Sheriff's Office  
100 Eslinger Way, Sanford, FL 32773

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Online Portion: January 16–October 20, 2023

- 240 hours

Residency Portion: October 23–November 3, 2023

- 80 hours in person

Registration: \$4,800

(Early registration – \$4,400 until April 23, 2022)

Registration Closes: July 31, 2023

Group Discounts: 2–3 students 5%, 4+ 10%

Member of the Florida Deputies Association: 5% Discount

Credit Type: 6 hours, Graduate–Level, College Transfer

<https://commandacademy.org/product/session020/>

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**Objective:** The course objective is to improve leadership capability by creating more aware leaders, including intentionally deeper investments in the human domain and aligning mission and values. Graduates will be leaders and mentors for their people, dedicated to personal and professional growth, committed to promoting open communication, shared values, and focused on mission accomplishment.

**Learning Outcome:** Upon completion of the course, the student will be able to prepare for an inspired agency command; build self-awareness and understand tendencies; develop a personal philosophy of command; understand the value of a peer network; align resources with strategy, mission, vision and values of the agency; assess and improve command climate and agency culture; value taking calculated risks and learning from mistakes, and value critical thinking and values in decision making.

**Instruction:** The methods of instruction include audiovisual, case studies, discussion, computer-based training, practical exercises, learner presentations, lecture, and classroom exercises. The general course topics include personal leadership; approaches to leadership; leadership and ethics; taking responsibility; communication and change; strategic elements of building a professional culture; versatility skills; human factors and leadership; leadership styles; progressive law enforcement leader effectively managing departmental risks; the organizational change battle plan; mastering communication; budgeting; personnel management; human factors and officer wellness; retention & recruitment; crisis communication.

**Assessments:** The methods of assessment include case studies, written papers and essays, performance rubrics, examination, and presentations with a minimum passing score of 80 percent.

**ACE College Credit Recommendation:** In the graduate degree category, 6 semester hours in sociology, leadership, or organizational behavior (10/19). [ACE Member Universities](#)

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