



**TWO CONSECUTIVE WEEKS IN PARSONS, KANSAS  
40 HOURS ELECTIVE CREDIT FOR EACH WEEK!**



**WEEK ONE: April 8—12, 2024  
THE EXECUTIVE ACADEMY**



**WEEK TWO: April 15—19, 2024  
THE SERGEANTS' ACADEMY**

**WHO SHOULD ATTEND**

Each Academy is structured for candidates for promotion and those who are already Executives, Sergeants and First Line Supervisors (commissioned and non-commissioned) in State, County, Municipal Public Safety agencies.

**TRAINING SITE IN PARSONS  
To Be Announced**

**HOST AGENCY  
Parsons Police Department**

**DATES  
The Executive Academy: April 8—12, 2024  
The Sergeants' Academy: April 15—19, 2024**

**CLASS TIMES  
0800 hours—1700 hours  
(with breaks and one hour for lunch)**

**AMONG THE MANY THINGS YOU WILL LEARN ARE:**

- A common language of leadership.
- Input into common, long-range success indicators.
- Common leadership models to use in effective Strategic Planning and as a basis for focused job descriptions, performance evaluations, department budgets and regular reports of progress toward agreed-upon objectives to Citizens.
- Common understanding of the requirement for all employees in all departments to demonstrate value-added to Citizens.
- Systematic methodology for cascading accountability and decision-making authority throughout the organization.
- A common set of "Team Rules" among and between Team members.
- Clear understanding of why and how to eliminate various "silos" among and between all departments and echelons in the organization.
- A consistent understanding among all Team members at all echelons that there is no such thing as a "non-marketing" employee.
- Behavioral choices of effective Leaders ... and more!

**YOUR INSTRUCTOR**

Stephen L. Kent, founder and president of The Results Group, Ltd. (Tucson, Arizona) has more than 35 years management, training and facilitation experience. He specializes in helping organizations design and implement sustainable programs to improve personal and organizational effectiveness. Steve is a dynamic speaker who is known for his straight talk that gets right to the heart of key issues. He is the author of Strategic Planning & Organizational Cultures For Public Safety Agencies.



**TUITION**

\$550 for The Executive Academy; \$500 for The Sergeants' Academy; includes tuition and course materials. Please check with our office for large group discounts.

Register And Pay On Line With Credit Card Or To Be Invoiced At:  
<http://www.theresultsgroupltd.com>

