



An interactive, five-day (40 hours) workshop designed to address  
The Sergeants' Role

**As Follower & Leader**

**In Day-To-Day Operations**

**In Financing & Budgeting**

**In People Management**

**In Community & Media Relations**

**TUITION**

\$500 for the 5-day program; includes all course materials. Please check with our office for multiple-registration discounts.

**TO REGISTER AND PAY YOUR TUITION**

Register On Line At:

<http://www.theresultsgroupltd.com>

You May Use Your Credit Card To  
Pay On Line



**WHO SHOULD ATTEND**

The Sergeants' Academy is structured for candidates for promotion and those who are already First Line Supervisors in Public Safety agencies.

In addition, non-sworn candidates for promotion or those who are already First Line Supervisors are encouraged to attend.

**YOUR INSTRUCTOR**

Stephen L. Kent, founder and president of The Results Group, Ltd. has more than 30 years management, training and facilitation experience. As a management consultant, he specializes in helping organizations design and implement 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.



# The Sergeants' Academy

**TRAINING SITE**

**Kennewick Police Department**  
211 W 6th Ave —Kennewick, WA 99336

**HOST AGENCY**

**Kennewick Police Department**

**DATES**

**August 12—16, 2024**

**CLASS TIMES**

**0800 hours—1700 hours**

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

- How to professionalize the rank of Sergeant in your organization
- Improved management and leadership skills
- Dealing with the problem employee
- Practical techniques for managing change
- Interpersonal relations and communication
- Positioning for sustainable funding for your agency
- Understand performance based planning and budgeting
- How to build a strong team focused on achieving results
- The Sergeants' role in the organization