



**THE RESULTS GROUP, LTD.**  
*A Professional Management Consulting & Training Firm*

**Strategic Advantage™  
2024**

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 effective-  
ness. 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**

**Mount Vernon Police Department**  
1805 Continental Place—Mount Vernon, WA 98273

**HOST AGENCY**

**Mount Vernon Police Department**

**DATES**

**September 23—27, 2024**

**CLASS TIMES**

**0800 hours—1700 hours**

(with breaks and one hour for lunch)

**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