



Course Announcement

To: All Law Enforcement and Correctional Agencies

From: John C. Moses
Director of Criminal Justice

A handwritten signature in blue ink, appearing to read "John C. Moses".

Date: June 23, 2025

Re: **Leadership and Mastering Performance Management**
CJA132-5014 (44 hours) **(revised)**
MPTC Approval # Pending

August 12 to 15 and 18 to 19, 2025

Location:

- Wor-Wic Community College
Eastern Shore Criminal Justice Academy
Hazel Center, Room 302
32000 Campus Drive
Salisbury, MD 21804
410-572-8750

Dates & Times: (revised)

- Tuesday, August 12 8:00 a.m. – 5:00 p.m.
- Wednesday, August 13 8:00 a.m. – 5:00 p.m.
- Thursday, August 14 8:00 a.m. – 5:00 p.m.
- Friday, August 15 8:00 a.m. – 12:00 p.m.
- Monday, August 18 8:00 a.m. – 5:00 p.m.
- Tuesday, August 19 8:00 a.m. – 5:00 p.m.

Training Registration Details

- Fee: \$595 (Payment required to guarantee your seat)
- Register through: Town of Ocean City

Payment Options:

1. Credit Card – Call 410-723-6608 to pay by phone.
2. Check – Mail your check to:
Town of Ocean City
Attn: Connie White
6501 Coastal Highway
Ocean City, MD 21842

(The course description and objectives have been revised.)

This course is being offered in collaboration with the Ocean City Police Department. The training is divided into two phases: Phase I spans 3 ½ days, while Phase II lasts 2 days. Below, you will find detailed descriptions and objectives for both phases.

Phase I – Leading Self

This session draws on much of the work that has dramatically impacted the subject of supervisory leadership over the past 50 years. There is an emphasis on defining the difference between leadership and management and identifying their separate skill sets and then providing tools of application.

This course is specifically designed to assist the supervisor in understanding the application of today's leadership and management proven research in the world in which they work.

There is an emphasis placed on the leader as communicator, trainer, developer of people, and their role as an extension of their respective agency's management. Attendees will better understand the need for communication.

and assessment skills and how to use them to assist themselves and their officers to better perform their roles. Leadership and Mastering Performance Management Phase I seminar introduces The Seven Layers of Success®, The Leadership Test®, and the DISC® as teachable tools that will improve the skills and abilities of supervisors and managers to both manage and lead.

Upon completion of this course, the student should be able to:

Terminal objective for Phase I and II: Understand the principles of leadership within the criminal justice agency.

The following are the enabling objectives that will be addressed during Phase I.

1. The participants will be introduced to The Seven Layers of Success® as a tool to assess their respective organizations. It is the foundational basis for both Phase I & Phase II.
2. The participants will be introduced to the concept of Paradigm Paralysis and recognize how it impacts both change as well as their day-to-day interaction with those they work for, work with, and lead.
3. Using the Lessons of Lt. Colonel French and Captain Charlie Plumb USN (Ret.), the participants will confront the inherent difficulty in working in the public safety field and the significance of their leadership role and recognize that those difficulties prepare them for command.
4. The participants will be introduced to their role as developers of people.
5. The participants will be able to differentiate between the role of manager and the role of leader.
6. The participants will be able to define the four dimensions of The Leadership Test®. And how they relate to both leadership and management.
7. The participants will be introduced to The Leadership Test® as a tool to improve their decision making both as a leader and a manager.
8. The participants will be able to use The Leadership Test® to improve their decision-making skills for both personnel issues as well as tactical issues.
9. The participants will be able to identify the historical weaknesses of the public safety culture in regard to The Leadership Test®.
10. The participants will be introduced to the DISC as a tool to identify their strengths and weaknesses as it relates to their respective management and leadership roles.
11. The participants will be able to KWIK DISC others to determine their DISC profile.
12. The participants will be able to utilize the DISC to predict team relationships and productivity.
13. The participants will be able to understand motivational factors and how to deploy them based on the assessment of behavior styles of the DiSC®.

Phase II—Leading Others

For all the complexity of what is required of public safety leadership, two of the most critical leadership skills are those dealing with relationships and the productivity of individuals and teams. This session will emphasize the importance of these variables to leadership and develop the related skills. The Q6 Performance Leadership Model© developed specifically for the public safety field, will assist the attendee to work more effectively as a “developer” with their people, both as individuals and as a team. Case studies and illustrations are included as part of the curriculum.

This session will assist the supervisor to properly diagnose a Performance State and match an appropriate Leadership Response, as well as utilize concepts of leadership that were introduced in Phase I, integrating the DISC® utilized in Phase I as well as The Leadership Test© and The Seven Layers of Success©.

Leadership and Mastering Performance Management Phase II seminar introduces The Q6 Performance Leadership Model© as a teachable tool that will improve the skills and abilities of supervisors and managers to both manage and lead.

The following are the enabling objectives that will be addressed during Phase II.

1. Participants will be introduced to the Q6 Performance Leadership Model, specifically designed for Public Safety Personnel.
2. Participants will be able to define the Six Performance States that they will encounter on the path to peak performance.
3. Participants will be introduced to the four variables that make up the Performance State.
4. Participants will be able to use the Q6 PLM Matrix to diagnose a Performance State and determine an appropriate Leader Response.
5. Understand and diagnose the Performance States of their subordinates for a specific task to maximize performance.
6. Skills related to the assessment of Performance States of individuals as it relates to a specific task.
7. Identify the proper Leader Response for the Performance State as it relates to a specific task.
8. Use the Q6 Performance Leadership Model© as a diagnostic and personnel development tool.
9. Use the Q6 Performance Leadership Model© to properly define and apply the concepts of redirecting, rewarding, and reprimanding.
10. Use the Q6 Performance Leadership Model to assess and determine failed performance.

This course is designed to meet requirements as mandated by the Maryland Police and Correctional Training Commissions and to meet the annual in-service requirements.

Dress Code Policy for Training Sessions at the Academy

To ensure a professional appearance, all in-service officers and staff must adhere to the following dress code to gain admission to any training session at the Academy:

- **Uniform of the Day:** Recommended.
- **Shirt:** Must have a collar; no t-shirts or tank tops.
- **Pants:** Docker-style pants, BDUs, or suits; no shorts or jeans.
- **Footwear:** Closed-toe shoes with socks; no sandals.

Firearms Policy: Officers carrying a handgun on campus must also display their badge in plain view.

Non-Compliance: Attendees who do not follow the dress code will be denied entry to the classroom or range. A report will be submitted to the Chief/Sheriff/Warden/Director outlining the reasons for the denial.

Thank you for your cooperation in maintaining a professional environment.

This document is available in alternative formats to individuals with disabilities by contacting disability services at disabilityservices@worwic.edu, 410-334-2899 or TTY 410-767-6960. Wor-Wic Community College is an equal opportunity educator and employer. Visit www.worwic.edu/Services-Support/Disability-Services to learn more.