



Cristando House, Inc.

Criminal Justice Consultants Est. 1980

Leadership Fundamentals for the 21st Century

STC Certified (671-54482) - 8 Hours

Tuition: \$100

This highly interactive, online course will strengthen participant's leadership skills and will challenge them to take a leadership role in their organization, no matter their rank or position. Participants will discuss the vital importance of leadership at all levels in the organization and will examine the contemporary leadership philosophies and concepts necessary for effective leadership in today's criminal justice organizations. Various leadership philosophies and styles; the importance of balancing empowerment and accountability; and the relationship between leadership and trust are covered. Teamwork, collaboration and initiating and managing change are also examined.

Traits of Effective Leaders and What We Can Learn from Them

Trust, Integrity and Leadership

"Listen, Learn... Then Lead"

Leadership Philosophies and Styles

- Servant Leadership
- Transformational vs. Transactional Leadership
- Situational Leadership

Balancing Empowerment and Accountability

Developing a High Performance Team

- The Five Dysfunctions of a Team
- Methods and Strategies to Improve Dysfunctional Teams

Leading and Managing Change

Having a Lasting Positive Impact on Your Organization/Unit

What Others Have Said About the Course:

"Thank you for the best training I've received during my 15 years at this department."

"Great class! This should be mandatory for supervisors!"

"One of the best classes I have taken. This exact course should be mandatory for the Chief, Deputy Chiefs, Managers and SPO's!"

"This class was extremely informative- activities and videos were very relevant and interesting. Joe was highly knowledgeable in his field and made the class very good. Great class!"

"Enjoyable course. Relevant. Lots of good takeaways."

Registration:

www.cristandohouse.com

June 22-23, 2021

0900-1300

Online via Zoom

Joseph Cristando serves as the president of Cristando House, Inc. Since joining the firm in 2003, his duties have included leadership, management and supervisory development; team building and strategic planning; customized training design and delivery; and the completion of patrol workload studies and management/organizational reviews. He has also presented at various regional and statewide law enforcement conferences. The majority of his clients are police departments, probation departments, sheriff's departments, district attorney's offices and state law enforcement and regulatory agencies in California, Arizona, Colorado and Nevada. He has completed various leadership development and other consulting and training projects with the Alameda, Fresno, Madera, Marin, Orange, Riverside, Sacramento, San Bernardino, San Mateo and Santa Clara County Probation Departments.

During his first five years at the firm, much of Joe's time was spent identifying emerging best practices in law enforcement management and integrating these findings into the training and consulting the firm does through California and Nevada POST. This original research has led to substantial organizational change and improvement in dozens of municipal police departments.

Prior to joining the firm, he worked in marketing and management positions at several large nonprofit organizations including the American Red Cross where he served as a liaison between that organization and police and fire personnel during disasters. Previously, Joe worked for the San Joaquin County District Attorney's office where he was instrumental in the development of a comprehensive training program for gang experts. He also served as a special assistant to a Councilmember in the City of Fresno and as assistant campaign director for a mayoral campaign in a large California city.

He earned an executive certificate in business management from Pepperdine University and completed his BA degree in Organizational Communication from California State University, Fresno.

Joe also volunteered as a pro bono consultant with the Taproot Foundation in San Francisco for over 10 years and has completed numerous competitive and collaborative analysis and strategic planning preparation projects with local and national nonprofit organizations.

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