

Respect Based Leadership

LOS ANGELES COUNTY SHERIFF'S DEPARTMENT

RESPECT BASED LEADERSHIP

1820

EXPANDED COURSE OUTLINE

I. INTRODUCTION

A. Welcome and opening comments

1. Set the context
2. Acknowledge mindset in room
3. Build on pride of LASD

B. Leadership video

1. Key points for Sheriff to make
2. Key points for facilitators

C. Workplace and individual model

1. Values and behaviors
2. Core values

D. Agenda and objectives

1. Review agenda and objectives
2. Interactive
3. Video driven discussion, skill practice, small group exercises

4. Regular breaks
5. Working agreements/ground rules

E. Introductions

F. Pre-test

II. BUSINESS CASE

A. Inputs and influence

1. How the LASD culture has been shaped
2. Major inputs and influences
3. Acknowledge Bouman and share history
4. Acknowledge journey and milestones

B. Business case for change

1. Small group exercise and debrief

III. THE POLICY

A. The Policy of Equality

1. Replaced policies
2. Key aspects
3. Old policy contrast
4. Key related policies
5. Your role
6. Associated procedures
7. Jeopardy game

B. Application and personalization of Policy of Equality

1. 4 vignettes
2. How values protected/embraced or violated
3. How prevented
4. Policy violation
5. Respectful behavior

IV. MOVING FORWARD

A. Respect-based skills

1. Self-insight, suspend judgment, manage emotions, listening, reaching out, handling difficult situations, empathy

2. Behaviors that demonstrate above skills

B. Discussion scenarios

V. APPLYING CARE (CORE VALUES, ACCOUNTABILITY, RESPECT AND EMPLOYEE COMMITMENT) TO POLICY OF EQUALITY

A. Commitment/action planning

1. Expectation of colleagues
2. Expectation of leadership
3. Individual action planning

B. Executive Visit

C. Post-test

VI. CLOSING COMMENTS
