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**Code 01 for One Day Training**  
**Code 02 for Two Day Training**

## **21<sup>st</sup> Century Leadership: A LeadSimm Collaborative Leadership Seminar And Strategic Simulation**

### **Training Overview:**

The LeadSimm leadership development simulation method is designed to teach participants the **whys and how's** of proactively using collaborative leadership to garner support and create synergy among the various community, law enforcement and partner agencies, organizations and constituencies.

The LeadSimm method is a multi-episode, tabletop interpersonal simulation in which participants are interactively engaged in custom designed authentic scenarios that represent real organizational and community challenges. The LeadSimm process clearly and powerfully demonstrates the need for all stakeholders to develop long-term collaborative relationships in order to build mutual trust to bring about significant change.

The LeadSimm simulation is driven by a custom designed, authentic scenario about current law enforcement issues and challenges concerning Maryland Police and Corrections officials.

**Training Plan and Overview for One Day Training:** The training plan for this course includes the following: 8-hour day divided into 4 sections. One and one half hours of lecture on leadership to include simulation set up. Two and one half hours of phase one simulation. Two and one half hours of phase two simulation where participants' change roles and jobs. One and one half hours of wash up and lessons learned.

**Training Plan and Overview for Two Day Training:** The training plan for this course includes the following: 2 8-hour days divided into 6 sections.

**Day One.** Day one training includes one and one half hours of lecture, introduction and set up. One hour exercise "Saving the Monrovia". One hour "Leadership Narratives". One hour exercise "Common Values". Four hours LeadSimm simulation activities. End of first day.

**Day Two.** One-hour introduction and lessons learned from previous day to include switching of jobs and roles for participants. 3 hours of simulation activities. One hour of hot wash up of simulation activities Three hours of using group exercises that identifies new constituent relationships needed as well as older relationships that require update and/or revisit. The use of "headline drills" to create critical thinking for subordinates is explored. Next day first steps check list for action that works to create increased collaboration and partnership among stakeholders.

**Target Audience:** Any level

**Course Objectives:**

- Apply a “hands on” experience in the practice of collaborative leadership by understanding how to deal with real complex public safety incidents before they happen.
- Explains how to create proactive action plans prior to actual critical threats and risks
- Demonstrates the 21<sup>st</sup> century leadership skill set that can be used the very next day
- Describe the process for forging constituent and partner relationships among stakeholders where none existed before.
- Demonstrates the empathy building process to generate respect for others and the diversity of their perspectives.
- Illustrate an “outreach” process into organizations and communities.

**Training Duration:** 1 or 2 days

**Cost per Student:** \$99.00 per student for one day program, \$169 per student for two-day program

**To Register for the Course Click the Link Below:**

<http://www.leadstimm.com/contact/publicsafetytrainingregister.php>

## Introduction and Background to the 21<sup>st</sup> Century Leadership, Communications and Policy Series

### **Law Enforcement: A Transformational Time**

It is a fact that the world in which today's law enforcement professionals operate grows more complex each day. Impacted by rapid change, information overload and enormously difficult decisions peace keeping efforts today face a number of threats and challenges that include everything from acts of terrorism to gang warfare, to drug abuse, and to identity theft. Additionally, inmate rehabilitation presents a unique set of challenges and issues in the education, training and care for those who inhabit numerous detention facilities.

Moreover, it seems that each and every policy decision is potentially a "political football" with lasting results driven by a number of diverse constituencies who leverage the power of democracy to "show up" and voice their concerns, opinions, appeals, wants and needs wherever and whenever possible. And that is only the half of it.

Today, news and information travels at literally the speed of light moving across organizational and decision making divides as though none existed, and for all practical purposes none do. Moreover, the influx of younger, "Why" driven generations, who seek greater expressions of personal freedom and meaning from the work they do have greatly impacted traditional policing concepts. In many circumstances police professionals voice their frustrations about their ability to meld these new generations within a framework of law enforcement where the veteran cops knew how to follow orders first and ask questions later.

But one thing is for sure; perhaps no time in history has the need for bold and effective leadership been more needed, demanded or required. But what kind of leadership is needed? What kind of thinking, decision-making, and communication are needed to deal with the world that exists today? What kind of leadership can harness the power of diverse constituencies and a workforce spanning more than 40+ years into a powerful dynamic that focuses on solutions and can drill down to the root of problems before they occur?

One thing is for sure, law enforcement agencies are knowledge driven organizations. From reviewing detailed intelligence reports, taking witness statements, internet scanning, listening and working with the public at neighborhood meetings, using "street smart" police work to solve crimes, operating as a taskforce, or receiving reports from officers on patrol, today's 21<sup>st</sup> century police agencies work to amass, collate, corroborate and disseminate actionable knowledge.

Actionable knowledge, the combination of actionable intelligence, law enforcement experience and technology resources, is the cornerstone of police operations today. Linking actionable knowledge with proactive law enforcement strategies and activities provides peace keepers an offensive mindset, designed to proactively garner support from various constituencies across the community, the goal of which is to prevent crimes, bring criminals to justice or work to introduce and equip former inmates with skills for new lives in the community.

## Full Biography for Dr. John P. Dentico

Put a group of well meaning, well intentioned people together and give them the opportunity to use their imaginations and--Magic Happens! Dr. John Dentico is committed to the idea that there is no problem too hard, no challenge too great, and no issue too complex that it cannot be overcome by the collaborative actions of a committed group of people.

With over 34 years of simulation training experience and as a law enforcement trainer for 16 of those years, Dr. Dentico has dedicated his work to learning leadership by “doing leadership” in as realistic an environment as possible. His work challenges executives, managers and supervisors in both public and private organizations to adopt collaborative leadership practices to meet the complex, ever changing, information driven demands of the 21<sup>st</sup> Century. The goal--develop leadership and learning capacity at every level because that is what it takes to thrive in the 21<sup>st</sup> Century.

To achieve this LeadSimm LLC creates active learning environments that simulate real world issues and challenges because the best way to learn leadership is to practice it in authentic decision-making environments. We give participants an active leadership experience.

He is the creator of the LeadSimm Leadership Development Simulation method. LeadSimm® is a multi-episode, people powered simulation learning experience that accelerates the development of collaborative leadership practices and emotional intelligence at the same time it gives participants an opportunity to practice leadership in a realistic setting.

As a subject matter expert in leadership, training and simulations, he created and developed a number of experiential and simulation based exercises to meet the needs of a variety of clients.

Some of the projects include:

- The Johns Hopkins University in a National Counter Terrorism Training Program
- The USDOJ for the National Strategy to Combat Identity Theft
- The Leadership Development Institute of the FBI Academy—Training over 1000 Chiefs of Police including international Members in Collaborative Leadership Practices
- The Defense Intelligence Agency—Counter Terrorism Simulation
- The City of San Jose Police Department in a Community Partnership Development Effort (*rated as one of the best leadership development programs in America by the USDOJ*)
- A Safe Schools Simulation and Training Exercise for the City of San Jose, CA
- A Three Level Simulation assessment and evaluation series of exercises for the San Antonio International Airport (specific concentration on active shooter incidents)
- Selected in 2009, 2010, 2011 and 2012 by the Department of Homeland Security (DHS) and the Department of Energy (DOE) as a subject matter expert in training and development to serve on four federal government expert panels to review government proposals and progress status for ongoing grant activities.

Dr. Dentico holds a doctorate in leadership studies from the University of San Diego.