

Behavioral Science for Leaders

The West Point Way

Hosted by
Kootenai County Sheriff's Office

CLASS DATE

September 14-18, 2026

RECOMMENDED HOTEL

Staybridge Suites
(208) 676-0222

LOCATION

Kootenai County S.O.
North Campus
2451 W. Dakota Ave.
Hayden, Idaho 83835

COST: \$865 / participant

New, One-Week Condensed version of
Public Safety Leadership: The West Point Way

CONTACT INFORMATION

Brittini McDowell
Kootenai County Sheriff's Office
sdtraining@kcgov.us
(208) 446-1318



WhatsaMatherConsulting, Inc.
Empowering you to transform the *heart* of your organization



Target Audience

Any public service personnel (sworn or civilian) that have a leadership element to their job. This can include those with **rank-based leadership roles** (chief, records mgr, sergeant, lieutenant) and those with **practical leadership roles** (line level public service, school resource officer, FTO, etc.). Personnel in other public service areas such as Streets, Water, and similar roles will also benefit.

No matter your leadership position, you lead individuals.

Overview

In this **condensed version of the traditional three-week leadership course**, we present materials based on the psychological interactions between human beings, understanding what the science says about how people relate to one another. We also draw on our collective art learned through trial and error as leaders to share and recognize best practices.

The artful application of sound leadership principles that enhance the motivation, satisfaction, and performance of the men and women in your organization is one course goal.

Our most important resource is our personnel. Focusing on their development must be the organization's top priority. In a time where law enforcement is often in the news, almost daily for the wrong reasons, it is important to encourage the growth and development of our public safety leaders.

In this course, the leadership theories and accompanying strategies are taught primarily through a combination of direct instruction, video examples, and both classroom and small group discussion.

The end goal is that you'll gain some new tools, some great insights, and often - a renewed sense of purpose as a leader in your organization, regardless of your current position. **This course can be taken as standalone training or can serve as an excellent refresher for those who have attended the traditional, three-week version (*Public Safety Leadership: The West Point Way*). It also functions as an executive summary of the traditional course for command-level personnel.**

Some Topics Covered

Leading Individuals, to include:

- Generational Differences
- Attributions and Biases
- Expectancy Theory
- Goal Setting
- Equity
- Job Design
- Motivation through Consequences
- Followership

Plus:

- Bases of Power
- In- and Out-Grouping
- Leading Change
- Culture
- Transformational Leadership

Leading Groups, to include:

- Group Components
- Group Development
- Socialization
- Intergroup Conflict

Cost

\$865/seat

West Point Leadership also offers full-week courses on each of the following specific topics: **LEADING INDIVIDUALS**, **LEADING TEAMS** and **LEADERSHIP AT THE ORGANIZATIONAL LEVEL**, as well as the traditional three week course encompassing all of these topics.

YOUR FACILITATOR

Frank Scalise

Frank is a master instructor of West Point Leadership. In his twenty-year career in law enforcement, he rose to the rank of Major. He has been teaching public safety leadership since 2014 throughout the United States and Canada. It is a subject he has been passionate and deeply inquisitive about throughout (and since) his police career.

Frank holds a MS in Administration of Justice and a BA in History. He is a graduate of the Southern Police Institute (Command College) and has experienced numerous leadership training programs. In addition to leadership instruction, Frank has taught multiple law enforcement-related topics at the Washington State Police Academy and several colleges and universities as an adjunct professor.

Frank is a prolific writer and award-winning author. His non-fiction includes a Police Report Writing textbook, a monograph regarding body cameras, and numerous curricula on law enforcement subject matter. On the fiction side, Frank often examines police-related experiences and issues in his more than fifty novels, most of them crime fiction.



fscalise3@gmail.com

<https://scaliseleadershipconsulting.com>

