

Cristando House, Inc.

Criminal Justice Consultants

Est. 1980

POST and STC Management Update

“Leading the Law Enforcement Organization in Transition”

POST (plan III) and STC certified

Tuition: \$299

This fast-paced, three-day Management Update is designed for top and middle managers in law enforcement who seek to strengthen their leadership and change management skills. Participants will examine emerging best practices in police management, trends impacting 21st century policing and how transformational leadership can change an organization’s culture.

Participants will also examine operational efficiency and how the old cliché of “doing more with less” is no longer viable nor is the notion that more resources doing the same old thing will produce a higher level of service. As the chief social architects in their community, police executives and managers will also examine strategies and methods to increase community engagement, build social capital and create more positive perceptions of the police in their community.

The workshop is taught through a variety of learning methods, including lecture, discussion, video, reading assignments and the extensive use of case studies and small group exercises which produce the workshop’s major “takeaways.”

Day 1

- Ethics and the Police Executive’s Role
- Leading Change and Transition
- Transformational Leadership
- Internal and External Trends Impacting 21st Century Policing

Day 2

- Emerging Best Practices in Law Enforcement Management
- Managing, Motivating and Leading the New Generation Police Officer

Day 2 (continued)

- Motivation 3.0: Methods to Enhance Employee Engagement and Improve Recruitment and Retention

Day 3

- Operational Efficiency
- Data Driven Decision Making
- Building Social Capital and Strong Communities
- Cost Containment vs. Cost Crashing
- Community Engagement Strategies

Escondido Police Dept.

October 11-13, 2016

Ronald Cristando has worked as a consultant to law enforcement since 1979 when he served as project director for the CA POST certified Air Crash Disaster Simulation Training Program. Based on the experience of the San Diego PD and other first responder's management of the PSA Flight 182 crash in September 1978, it was designed to improve the preparedness of police and sheriff's departments to manage major disasters.

Certified by California POST, Nevada POST and the California Board of State and Community Corrections (STC), he has worked with hundreds of law enforcement agencies varying in size from over 9,000 sworn (LAPD and LASO) to agencies with 12 sworn. His areas of expertise include strategic planning, team building, leadership, management and supervisory development, community policing, change management and executive search. Other assignments have included management of the testing process for lieutenants and sergeants, development of new and more objective performance evaluation systems and the investigation of sexual harassment and hostile work environment complaints in police departments.

Prior to founding Cristando House, Inc. 1980, he served for nine years as the executive director of the Valley Regional Training Center in Fresno, CA. In 1976, he was instrumental in confederating the ten agencies in California into the Regional Training Center Network, creating the largest public sector consulting and training delivery system in the United States at that time. Previously, Mr. Cristando worked for the U.S. House of Representatives, the California State Association of Counties, a county administrative office and a county welfare department. He earned his MA degree in public administration from the University of California, Berkeley and his BA degree in political science from California State University, Fresno. He resides in Cambria, CA

Timothy Foley currently serves as the Chief of Police in Nevada City. Previously, he had a 32 year law enforcement career with the San Francisco Police Department. During his time with the SFPD, he served in a variety of positions in the Patrol, Investigation, Airport, and Administration Bureaus and was awarded a Silver Medal of Valor, six Meritorious Conduct Awards, and numerous Department Commendations.

As a Platoon Commander and Commanding Officer at several of the District Stations in San Francisco he managed numerous special events including, the Millennium Celebration in Union Square, the NBA All Star Celebration in SF, and dignitary visits. He also planned and lead a variety of successful special enforcement programs which included, narcotics enforcement, violence reduction, and auto theft/burglary abatement. He authored and managed a violence reduction plan that dramatically reduced homicides in a police district and became the model for the Department.

He is a POST certified IDI and ICI Instructor teaching Operations Planning, Critical Incident Stress Management, and Leadership Development. In 2010 the U.S. Department of Justice selected him to address government officials and instruct law enforcement personnel in a developing European country. He earned his Bachelor's degree in Management from St. Mary's College.

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