# A Human Factors Approach to Leadership in Law Enforcement Organizations

HUMAN PERFORMANCE
TRAINING & CONSULTING

HPTC
Semper Virtus

## September 16-18, 2024

Carlsbad Police Department
Public Safety Training Center
5750 Orion Street Carlsbad,
CA 92010

### Tuition $425.00



This leadership training introduces public safety professionals to a proven model to identify the cause(s) of human error in a law enforcement organization. The course will then explore effective methods to implement necessary change to prevent or minimize the effects of human error. Learn important strategies to successfully guide changes, whether at a unit/team level or broad organizational change. Understand the steps to implement change, potential challenges, and negotiation strategies to help overcome resistence. An important class for any current or future law enforcement leader.

The course is designed for a wide range of public safety professionals to including, but not limited to:

- Current and future law enforcement leaders
- Public safety supervisors and managers
- Sworn peace officers
- Correctional officers
- Public safety dispatchers
- Professional Standards investigators
- Police training professionals
- Public safety professional staff (Evidence, Records, etc.)

Participants will learn how to apply the principles of the Human Factors Analysis and Classification System (HFACS) to predict and identify human error potential encountered during public safety operations, aviation operations, emergency situations (critical incidents), and routine operations with high liability.

Topics include some of the most pertinent issues facing public safety agencies today:

- The process of identifying active and latent conditions that may lead to simple or catastrophic errors
- The impacts of acute and chronic stress on the workforce
- Combating complacency at the individual and organizational levels
- The impact of human factors on the decision-making process
- How effective supervision reduces the likelihood of human error
- The effects of organizational culture on public safety operations
- The challenges related to changing organizational culture as public safety evolves
- Discuss various leadership styles and the effective use of each
- Negotiation strategies to effectively address resistance to change
- A systemic approach to organizational change
- Exposure to a variety of case studies to demonstrate the use HFACS from problem identification to effective change