

Basic Academy Recruit Staff Instructor



Length: 3 days

Audience: Academy and adjunct staff, supervisors, or managers who work with new hires

Many of our most talented officers/deputies/dispatchers are assigned to training and recruiting positions because of their exceptional work in the field as operators, their outstanding “street skills,” and their unparalleled credibility due to earned reputations. Unfortunately, it isn’t uncommon for these exceptional officers to become frustrated as they find that the skills they developed as operators don’t suffice for the equally demanding nature of an academy or field training environment—an environment that requires them to be adept at varied roles including supervisor, mentor, coach, evaluator, technical expert, and classroom presenter. The **Basic Recruit Academy Staff Instructor** workshop fills this void and allows trainers from diverse agencies to share and learn strategies/methods to overcome today's public safety training challenges.

Basic Recruit Academy Staff Development is not a typical classroom instructor development course. Designed specifically for employees who train public safety recruits, this highly interactive workshop provides new and experienced training staff the opportunity to focus on the interpersonal communication, coaching, and leadership skills necessary to excel in their unique positions in today’s complex academy environment. This experience will ultimately provide instructors/supervisors the opportunity to become better able to positively impact the agency well beyond the influence of the classroom, cruiser, cellblock, or courtroom.

Objectives:

- Clarify principles of basic supervision that are needed to manage squads of recruits
- Practice methods to improve the students’ cognitive recall and study habits
- Discuss stress inoculation techniques that are appropriate and effective
- Promote critical-thinking, problem-solving, and interpersonal skills
- Debate approaches to new hire learning environments
- Analyze the impact of leadership on trainees, co-workers, and the agency
- Relate personality traits and their influence on learning and training team dynamics
- Apply principles of adult learning and Blooms Taxonomy
- Describe methods to overcome stress, avoid 3rd attempts, and control emotions
- Develop a plan for improving questioning, listening, and coaching skills
- Review methods to provide effective feedback during and after scenario training
- Develop remedial training strategies
- Design training environments that match employees of all generations

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Let us challenge the way your employees think, and improve the way they perform...

Moser Training Solutions, LLC (MTS) is privileged to work with corporate and government leaders who want to improve employee and customer satisfaction, while enhancing both individual and team performance.

What we do:

- Provide professional and career development training
- Customize training to the client's needs
- Coaching (career advancement, study techniques and effective writing skills)
- Conduct individual and program assessment
- Provide law enforcement subject matter expertise
- Project management and consultation
- Prepare private industry for emerging threats

Train-the-Trainer

Instructor Development (and recertification)
Field Training Officer (FTO)
Police Training Officer (PTO)
Advanced Coaching (FTO/PTO)
Basic Recruit Academy Instructor

Professional Development

Building Outstanding Teams
Customer Service for Public Safety
Problem-Solving, Decision-Making
Resolving and Navigating Conflict
Facilitation Skills
Ethics, Stress and Negativity
Project Management

Leadership

Leader in Blue/Operational Readiness
Leaving a Legacy Through Leadership
Leading During Challenging Times
Leading and Influencing at all Levels
Performance Management for Supervisors

Career Advancement

Excelling Through Written Correspondence
Preparation for Career Related Interviews
Assessment Center Preparation
Improving Cognitive and Test Taking Skills
Resume Preparation
One-on-One Career Coaching
Individual Assessment and Compliance Issues

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