

**NEW JERSEY STATE ASSOCIATION OF CHIEFS OF POLICE**



# COMMAND & LEADERSHIP ACADEMY

*Developing Tomorrow's Leaders, Today*



An Approved NJSACOP Accredited Chief/Command Executive [ACE] Professional Development Course

# COMMAND & LEADERSHIP ACADEMY

In recognizing the challenges in law enforcement during the upcoming decades, the New Jersey State Association of Chiefs of Police has made a commitment to being in the forefront of innovation and change. The Association sees as one of the components of that challenge the development of future law enforcement leaders. The NJSACOP Command & Leadership Academy is a unique blend of theory and application designed to fulfill that mission. The 13-week schedule (most weeks require 1 or 2 days in class; substantial out-of-class study and group work) utilizes behavioral science theories in conjunction with scenario learning to enhance development and education. Students will explore four Areas: ***Preparing Yourself to Lead, Understanding and Motivating Others, Leading Great Teams and Leading Great Organizations***. This is a project and examination-based program, and successful graduates may be eligible for transfer undergraduate and/or graduate credits with Fairleigh Dickinson University, Saint Elizabeth University, Kean University, and Wilmington University.

## **STRENGTHS OF THE PROGRAM**

- Curriculum developed through the United States Military Academy at West Point in collaboration with highly experienced law enforcement practitioners and specialists, specially selected by NJSACOP, who possess an exceptional blend of experience and instructional credentials
- Studying leadership as a science with logic, critical thinking, methodology and vision
- Using organization theory in a law enforcement context with police-oriented case studies
- Candidates with the greatest leadership potential selected from a wide cross-section of jurisdictions and agencies

## **WHAT YOU CAN EXPECT FROM THIS PROGRAM**

Participants will study, learn and apply:

- Leadership as a Science
- Preparing Yourself to Lead
- Behavioral and Motivational theories
- Resiliency and Stress management
- Team Dynamics and Effectiveness
- Leading the Environment
- Shaping Organizational Culture and Managing Change

## **WHO SHOULD ATTEND?**

Characteristics of a successful applicant include:

- a commitment to the law enforcement profession
- a desire to lead people effectively
- motivation to continue developing skills in interpersonal communication and decision management

**THIS PROGRAM IS DESIGNED FOR COMMAND AND SUPERVISORY PERSONNEL**



# COMMAND & LEADERSHIP ACADEMY

## The NJSACOP Command & Leadership Academy—A Brief History

In the early autumn of 1992, the New Jersey State Association of Chiefs of Police [NJSACOP] Training and Education Committee undertook an association-wide needs analysis. The result was a strong consensus for development of a quality command and leadership program for mid and upper level management personnel. Several options were forwarded and discussed. As a result of this early work, two decisions were agreed upon. The first decision was that the Association should take an active role in developing and sponsoring this program. The second was to seek the assistance of the United States Military Academy at West Point's in the development of such a program, based upon the Academy's world-renowned command and leadership education. Taking the lead in this project was Cranford Police Chief Harry Wilde.

Preliminary contacts were made with West Point. On October 26, 1992, in a letter to Lieutenant General Graves, the Superintendent of the United States Military Academy, the Association memorialized our interest in collaborating with West Point's Department of Behavioral Sciences and Leadership faculty to develop a program for New Jersey law enforcement officers. This set the stage for a November visit to the Academy. On November 20, 1992, Chief Anthony Scutti, Chief William Beachell, and Chief Harry Wilde met with officials from West Point, along with Commissioners Jesse A. Brewer and Michael R. Yamaki from the Los Angeles Police Department. Coincidentally, the Los Angeles Police Department had expressed an interest in working with West Point to develop a similar program for their agency.

On January 20, 1993, Chief Beachell invited the presidents of each county police chief association to a meeting, during which the State Chiefs committee sought statewide input as the Association moved forward from the conceptual phase to structuring and implementing the program. At the conclusion of the meeting, Chief Wilde asked for a statewide consensus to move forward with the project and a commitment to support it by providing qualified instructors and enrolling command officers. In the ensuing weeks, the go ahead was unanimously endorsed at a meeting of the state Board of Officers. Shortly thereafter, the program was endorsed by the general membership at a regularly scheduled meeting.

The committee set about its task of aggressively addressing issues concerning coordination with West Point, the length of the course, standards for the selection of core instructors, training facilities, and textbooks. Officials at West Point advised that Colonel Jeffrey A. McNally, the Associate Editor of the *Leadership in Organizations* textbook, and Colonel John Wattendorf, the Chairman of the West Point's Department of Behavioral Sciences and Leadership, would be our primary liaisons. An invitation was extended to Colonels Wattendorf and McNally to visit the NJSACOP at the Union County Police Academy in New Jersey in April 1993.

The meeting was exceptionally productive. After discussing and resolving several issues of mutual concern, the NJSACOP representatives were surprised and pleased to learn that Colonel Wattendorf had already cleared the decks for ten NJSACOP core instructors to attend the USMA faculty development workshop at West Point in June of that year. Our representatives were invited to participate in this program with West Point faculty. The curriculum involved four weeks of intensive instruction on course preparation and presentation techniques. Additionally, West Point offered to provide quarters free of charge to our participants. It was this startling development that sparked our committee to immediately embark on developing selection criteria and a fair selection process to identify and nominate ten core instructors.

Paramount in the criteria was our goal to select, in Chief Wilde's words, "the finest of New Jersey's finest." Stringent education requirements, interviews, and a commitment to serve at least three years with the program were conditions of application. The committee consciously made an effort to insure a regional balance of representation with the core group.

Final interviews were conducted by NJSACOP's Training and Education Committee on June 1, 1993, at the Monmouth County Police Academy. Not surprisingly, the field of talent from across the state was very impressive, making the final decisions extremely difficult. After lengthy and thoughtful deliberation, assessment and evaluation, the candidates were selected to serve as the program's core instructors.

The NJSACOP delegation arrived at West Point on June 21, 1993. After the core instructors completed the course, they returned to New Jersey eager to develop the program. USMA officials agreed to work with NJSACOP and develop a course guide that would be based on police experiences in New Jersey. In the years and decades that followed, the program has provided exceptional professional development to hundreds of law enforcement professionals, and has become a key component in our state's law enforcement culture.

In fact, the NJSACOP Command & Leadership Academy is more than just the 'crown jewel' in the NJSACOP Professional Development Division portfolio; it has developed into one of the nation's premier law enforcement leadership development courses. Not only does the program provide a peerless experience for our state's law enforcement executives (current and future), but we are also pleased to provide the same to students from agencies in the states of Pennsylvania, Delaware, New York, and Maryland. The students come from a wide variety of agencies at the local, county, state, and federal levels.

We look back with pride at the role the NJSACOP Command & Leadership Academy has played in developing, educating, and preparing several generations of law enforcement leaders, and we are excited about the future of this vital, vibrant, and important program.





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**PROGRAM APPLICATION**

**Please choose program location:**

**Region 1 [Morris County]**

**Region 2 [Atlantic County]**

**Region 3 [New Castle County]**

**Region 4 [Middlesex/  
Somerset County]**

**Region 5 [Chester County]**

**PERSONAL INFORMATION**

**Rank / Name**

**Agency/Department**

**Address**

**City/State/Zip**

**Tel/Email**

**Chief's Name**

**Chief's Signature**

**Please attach a Professional Resume which includes Professional Experience,  
Professional Training and Education, and Formal Education**

**Applicant's Signature**

**Date**

Program Tuition: \$1,400

**Return this form to NJSACOP  
751 Route 73 North, Suite 12  
Marlton, New Jersey 08053**

**Email: [registrations@njsacop.org](mailto:registrations@njsacop.org)**