

Announcing The Revised Second Edition:

EVERY OFFICER IS A LEADER

*Coaching Leadership, Learning, and Performance in
Justice, Public Safety, and Security Organizations*

With Forewords by:

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and

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This book, authored by experts in leadership, law enforcement and security responds to the need for a reappraisal of leadership styles in the public safety sector since the events of September 11, 2001 and the shifting dynamics of public service in the decade following.

Building on three previous successful publications, the authors examine the profound impact of leadership on the organizational behavior at the individual, team and organizational level in justice, public safety and security agencies in this era of globalization and enhanced security.

Using a multi-source and multi-disciplinary approach presented through a combination of theory and practical examples, leaders in police, corrections, customs, courts, other regulatory agencies and security are shown how to assess their skills, plan for enhanced leadership effectiveness, and effectively implement processes to create what the authors are calling a “leadership and learning organization”.

The **Transforming Leadership** process used in *Every Officer is a Leader* is founded in the concepts of competency-based leadership and action learning. The authors focus on the need to prepare leaders who, after building the “leadership organization,” move on to building the “learning organization” that is responsive to both external and internal stakeholders served by those organizations.

The **21st Century leader** must establish the links necessary for coordination of effort among various public safety agencies before crises occur and then nurture personal relationships with leaders of other agencies, both public and private, that will enable effective communication, collaboration and cooperation during times of crisis.



The authors provide research-based competency assessment tools and a free online tool kit for building continuous improvement teams. These easy to apply and proven systems will help equip leaders to build both their own and others' leadership capacity while they simultaneously improve organizational performance.

This Revised 2nd Edition has added: four advanced leadership skills that the authors have uncovered through their research that are required for high impact leadership, additional highly practical examples of how the leadership skills can be applied and updated references and links throughout the book. **The Foreword section** of this edition of the book has also been updated with the writing of three prominent leaders: Beverly Busson, Commissioner (Ret'd) of the Royal Canadian Mounted Police (RCMP); Lee Baca, Sheriff of Los Angeles County and Edward Illi, Chief Conservation Officer (Ret'd) of the British Columbia Conservation Officer Service.

Previous editions of this book have been selected for education and training by the RCMP, the FBI, and are currently being used as academic text at many universities in justice and public safety programs at both the undergraduate and graduate levels.

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Why is this Book a Necessary Foundation for Every Leader's Success?

Here's what Tony Narr, Director of Management Education, Police Executive Research Forum, says about the Second Edition:

"This book provides thoughtful insight to law enforcement managers who are ready to meet the challenges of leading and guiding their agencies through frequently difficult, but necessary, change."

Here are the benefits you can gain from reading and applying the information in this book and using the resources available on the book's Website: www.EveryOfficerIsALeader.com

New Skills:

This Revised 2nd Edition of this book has added four critical skills that have been found by the authors' field research to be critical to the success of organizational transformation initiatives:

1. Formation and Facilitation of a Cross-functional Continuous Improvement Teams to Process Problems and Leverage Opportunities in the Organization
2. Assessment of Leadership Skills to Help Yourself and Others Plan for Further Development
3. Coaching other Leaders to become more Effective Leaders
4. Leading Environmental Scanning and Initiate Proactive Responses to Future Trends

These four new skills have been found to be most effective in the organizational change and development initiatives that the authors have conducted with various agencies over the past five years. See www.EveryOfficerIsALeader.com for more details.

Endorsements

"A truly inspirational book highlighting how effective grassroots leadership principles can transform any public safety organization into a high powered and high performing team."

Captain D. Michael Abrashoff (Ret'd), *Former United States Navy Commander of the US Benfold and author of It's Your Ship: Management Tips from the Best Damn Ship in the Navy and Get Your Ship Together*

"This book not only offers the direction and the road map for the leadership development journey, it gives us the supplies and nourishment to thrive along the way. Terry Anderson understands the reality that leadership development is self-development. You don't just buy this book, read it, and put it on the shelf. **Every Officer Is A Leader** is a book to use and re-use and re-use."

Jim Kouzes, *Researcher, Professor, and Co-Author of two best-selling leadership books, The Leadership Challenge and Credibility*

"Dr. Anderson and his colleagues provide an up-to-date practical framework that allows individuals to consider their actual praxis of leadership, looking at relevant skills and behaviors to identify strategies for improvement. The vignettes provide clear examples of the true nature of Transforming Leadership and its relevance today. This book should be essential reading for everyone involved in the delivery of a policing service to communities."

Bob Mansell, *Former Police Superintendent, Former Member of the Directing Staff of the National Police Leadership Centre at Bramshill, UK*

"Terry Anderson and his associates invested the time to research, field-test, and compile the main theories and best practices of leadership into this volume, the Revised Second Edition of Every Officer Is A Leader and, in so doing, made it a must-read for leaders who are interested in development, transformation, and excellence!"

Harold Evans, *Former Superintendent of Police, Nassau Bahamas*