



Leadership and Accountability for First-Line Supervisors

In collaboration with the Billings Police Department

PURPOSE

To provide a comprehensive overview of critical leadership and management issues for first-line supervisors or those seeking that position in the future. This training will provide the attendees with practical tools for their supervisor "tool belt", based on years of real-life experience and expertise.



DAY 1 // 8 HOURS

- Leadership Philosophy and Mindset
- Leadership Styles
- Morale
- Common Leadership Failures and How to Avoid Them
- Self-Care and Wellness (Part I)

DAY 2 // 8 HOURS

- Widening the Perspective
- Roles and Responsibilities
- Accountability and Consistency
- Providing Critical Feedback
- Writing Effective Performance Evaluations
- Self-Care and Wellness (Part II)

DAY 3 // 8 HOURS

- Critical Thinking
- Effective Communication and Conflict Resolution
- Coaching and Mentoring
- Self-Care and Wellness (Part III)

DAY 4 // 8 HOURS

- Punk Rock Leadership
- Liability Issues for Supervisors
- Dealing with Challenging Employees
- Self-Care and Wellness (Part IV)

When

October 27-30, 2025
8:00am - 5:00pm

Where

Billings Police Training Center
4810 Midland Rd.
Billings, MT 59101

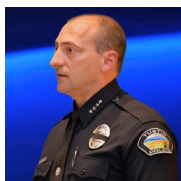
Cost

\$600

Who Should Attend

F.T.O.'s, Corporals, Sergeants,
Civilian Supervisors,
Corrections Supervisors

PRESENTED BY



CHIEF CHARLES CELANO (RET.)

Retired Chief Charles F Celano Jr is a 27-year veteran of the Tustin Police Department. He worked his way up through the ranks to the position of Chief of Police. Chief Celano started Chief Leadership in late 2018, after leaving his law enforcement career.

Since that time, he has coached several leaders from public safety organizations, private companies, as well as non-profits. He has also developed comprehensive leadership development programs and provided consulting services to various organizations on topics, such as succession planning, strategic planning and workforce assessments.



DEPUTY CHIEF PAUL GARAVEN (RET.)

Retired Deputy Chief Paul Garaven is a retired veteran of law enforcement with 30 years of dedicated service. Much of Paul's career consisted of supervising and managing personnel across a broad spectrum. In addition, Paul served as an adjunct faculty member of the Criminal Justice Training Center at Golden West College for more than a decade, where he played a vital role in training hundreds of police officers.



DEPUTY CHIEF JEFF BLAIR (RET.)

Retired Deputy Chief Jeff Blair served his hometown of Tustin for 31 years and worked a vast array of assignments. Jeff is best known for his community engagement as he seemed to know everyone in the city and was popular in the community due to his roots and being "home grown." Jeff's favorite assignment was working as a founding member of the Gang Unit where he testified as an expert witness in gang crimes on over 50 occasions.

To register use the QR Code or visit
[CHIEFLEADERSHIP.COM/LIVE-COURSES](https://chiefleadership.com/live-courses)



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