



# MIAMI BEACH

OFFICE OF THE CITY MANAGER

NO. LTC #

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LETTER TO COMMISSION

TO: Mayor Philip Levine and Members of the City Commission

FROM: Jimmy L. Morales, City Manager

DATE: February 5, 2014

SUBJECT: Miami Beach Police Department – Graduation Leadership in Police Organizations<sup>SM</sup>

CITY CLERK'S OFFICE

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The purpose of this Letter to Commission (LTC) is to cordially invite you and members of the City Commission to the graduation for the first class of the Leadership in Police Organizations<sup>SM</sup> (LPO) training, imparted by the International Association of Chiefs of Police.

Identifying a need for enhanced leadership training and a overall shift in the organizational culture, Chief Raymond Martinez identified the LPO Program as a practical hands on approach for supervisors. The LPO<sup>SM</sup> leadership development training program is based on a behavioral science approach to leading people, groups, change and organizations. The original course material was developed and taught for many years at the U.S. Military Academy at West Point. Through years of research and development, the curriculum was specifically tailored to meet the challenges and needs of the law enforcement community. Since 2005, the IACP has worked with over 300 local, state, and federal agencies of all sizes to bring the LPO<sup>SM</sup> program to 29 states and internationally.

The distinguishing feature of the IACP three-week course is a focus on the systematic development of leaders at all levels of an organization- the concept of "every officer a leader." Besides teaching people how to lead individuals, the LPO course coaches people on how to lead groups, organizations, and efforts toward change. For any organization or enterprise, group dynamics can be the difference between success and failure.

The training was delivered to 36 participants comprised of supervisors throughout the South Florida law enforcement community. Of these participants, twelve (12) are a cross-section of supervisors from the Miami Beach Police Department.

We expect to host the 2nd LPO class in the Fall of 2014, and hope to enroll all supervisors in the near future.

We hope you can attend the graduation at the OBPI training room located at (1755 Meridian Ave. 3<sup>rd</sup> floor) on Friday, February 7, 2014 at 11am.

Please feel free to contact me should you have any questions.

JLM/RAM/JWB/SLF