

MANAGEMENT & SUPERVISION *in Law Enforcement*

Kären Matison Hess
Christine Hess Orthmann

SIXTH EDITION



Management And Supervision In Law Enforcement

William B. Melnicoe, Jan Mennig



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MANAGEMENT AND SUPERVISION IN LAW ENFORCEMENT 6th edition is a practical and straightforward book that focuses on law enforcement managers and supervisors their jobs and the complicated interrelationships between members of the law enforcement team and the communities they share This new edition adds Chief Shaun LaDue as a contributor to give a practitioner's perspective to management and supervision Additionally the text has an increased emphasis on leadership and has been reorganized to begin the text focusing on management The text focuses on post 9 11 policing and includes research on the effects of 9 11 as well as data driven policing including CompStat policing intelligence led policing and evidence based policing The text also includes discussions on the effects of the current economic crisis on law enforcement including two 2009 PERF studies and reports

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Lombardo,2018-07-15 **Supervision of Police Personnel** N. F. Iannone,Marvin D. Iannone,Jeff Bernstein,Robert

Dowd,2023-05 It is both an honor and privilege to write the foreword for this book authored by Dr Jeff Bernstein a personal friend and colleague who I have known for over 30 years Over that time I have served as a police chief with two police agencies and served as the president for both the Florida Police Chief Association and the International Association of Chiefs of Police I have conducted numerous police promotional processes for the ranks of sergeant to police chief and as a lawyer I have been used as a subject matter expert in promotional processes on police practices Currently I serve as a presidentially appointed U S Marshal in the State of Florida Dr Jeff Bernstein the coauthor of this book and I have worked closely together in preparing police officers for promotional exams He is without question the No 1 authority on police promotional exam preparation in the country As one of the nation s top experts in police supervision Nathan Iannone asked Dr Bernstein numerous times to revise his original book and update his book to be contemporary with the times Prentice Hall also asked Dr Bernstein to write the first official study guide for the book The textbook you are about to read is a long time best seller It has been on more law enforcement promotional exam reading lists than any other book It s considered by many to be the Bible of Police Supervision If you have this in your hands right now you re probably studying for a promotional exam or taking a police supervision college class This book is the authority in the field and addresses everything a police supervisor should know Making a successful transition from officer to supervisor is reviewed in the book Basic supervisory responsibilities such as training coaching and counseling are discussed in the book Dealing with citizen complaints problem employees and tactical deployment of field forces in critical situations are all covered in the book After reviewing and studying these areas you will have a much better understanding of how to handle these types of situations as a supervisor or manager A new feature to this edition is that the key points in the book have already been identified by Dr Bernstein for you They will help you to do better on the exam you have to take as well as be a better supervisor or manager Every day in every police department across the country supervisors deal with employees citizens peers bosses and unique situations they encounter on the street You will find this book to be an excellent guide in regard to dealing with these individuals and situations The kinds of things that every supervisor or manager should know are in this book Finally as you re reading this book always keep your ultimate goal in mind Whether it s to get the promotion you want or to be a better supervisor or manager never lose sight of it If you re ready to become a leader study hard and stay focused If you re tired of doing what you re doing and want to move up the ladder study hard and stay focused If you study hard stay focused and internalize the teachings of this book you will be that much closer to achieving your ultimate goal I wish you all the best William Bill Berger

The New Age of Police Supervision and Management Michael A. Petrillo,Daniel R. Del Bagno,2001 Rise through the

ranks Powerful practical guidance Simply worded The fundamental truths about leadership and how to make them work for you DelBagno Petrillo impart their over 60 years of experience in leading directing and training thousands of police officers to achieve tanks from sergeants through chiefs of police And essential resource and training tool for the law enforcement officer

Learning from Error in Policing Jon Shane,2013-04-16 While the proximate cause of any accident is usually someone s immediate action or omission failure to act there is often a trail of underlying latent conditions that facilitated their error the person has in effect been unwittingly set up for failure by the organization This Brief explores an accident in policing as a framework for examining existing police practices Learning from Error in Policing describes a case of wrongful arrest from the perspective of organizational accident theory which suggests a single unsafe act in this case a wrongful arrest is facilitated by several underlying latent conditions that triggered the event and failed to stop the harm once in motion The analysis demonstrates that the risk of errors committed by omission failing to act were significantly more likely to occur than errors committed by acts of commission By examining this case policy implications and directions for future research are discussed The analysis of this case and the underlying lessons learned from it will have important implications for researchers and practitioners in the policing field

Effective Police Supervision Larry S. Miller,Harry W. More,Michael C. Braswell,2017-02-17 Outstanding first line supervisors are essential to the success of any law enforcement agency yet many officers lack the supervision training necessary to excel Effective Police Supervision immerses readers in the group behaviors and organizational dynamics supervisors must master in order to lead their teams and to help create an effective police department Combining behavioral theory and updated case studies this core text now in its eighth edition is a vital tool for all college students pursuing criminal justice courses on supervisory practices as well as police officers preparing for promotional exams

Supervision of Police Personnel N. F. Iannone,Marvin D. Iannone,2001 This book offers complete coverage for leadership training of supervisors in law enforcement and allied fields The relationships involved in individual and group management methods and the practical techniques for carrying out the various responsibilities of the supervisor are explored Everyday problems faced by the police supervisor in interpersonal operational and administrative relationships with subordinates are also covered in detail Chapter topics include the supervisor s role and function in organization administration and management leadership supervision and command presence interpersonal communications principles of interviewing psychological aspects of supervision employee dissatisfaction grievances and complaints discipline principles policies and practices tactical development of field forces and conference leading For the training of managerial and supervisory personnel in police departments and law enforcement agencies

Effective Police Supervision Harry W. More,Larry S. Miller,2014-02-13 Good police officers are often promoted into supervisory positions with little or no training for what makes a good manager Effective Police Supervision is a core text used in college level classes on supervisory practices in criminal justice This popular book combines behavioral theory with case studies that allow the reader to identify

and resolve personal and organizational problems It provides readers with an understanding of the group behaviors and organizational dynamics with a focus on effectiveness as well as proficiency and on how a supervisor can help to create an effective organization This book is also a vital tool in the preparation of police officers for promotional exams This revised and updated edition includes new material throughout on police accountability police involvement with news media dealing with social media and avoiding scandals Each chapter includes important key terms and opens with a case study to illustrate important concepts

Common Sense Police Supervision (7th Edition) Gerald W. Garner, 2024-01-11 Revised updated and expanded this practical hands on book is packed full of step by step guidelines and suggestions for carrying out a multitude of leadership tasks and responsibilities focused on a changing workforce that serves an equally changing and complex society While emphasizing the real value of common sense in good leadership practices the author furnishes the aspiring novice or veteran police supervisor with specific advice on how to train counsel inspect discipline and assess the performance of his or her subordinates He strives to help the supervisor with the vital obligations of being a planner a problem resolution officer and effective communicator within as well as outside the law enforcement organization Major topics include 1 what supervision means and what you need to know 2 supervisory ethics professional responsibilities as a teacher inspector advocate and role model 3 the key qualities of true leadership 4 the vital job as an evaluator of employee performance discipline in the correction process oral and written communication skills 5 the skills needed when dealing with the news media 6 assistance in planning a career as a first line leader in supervision 7 the skills necessary for effective counseling 8 managing external and internal complaints 9 an effective role in community policing and customer service and 10 effective leadership of different generations Each chapter concludes with a brief Points to Remember that provides a quickly read and easily remembered checklist of the chapter s salient points The seventh edition furnishes many more practical helpful and real life examples pertaining to leadership issues In addition a new chapter Working for Someone offers insight into this all important topic of what your supervisor expects some pitfalls to avoid addressing the boss s problems and learning the boss s job This new edition offers a realistic approach to the challenging task of providing strong effective leadership to front line employees in a dynamic demanding profession

Elements of Police Supervision William B. Melnicoe, Jan Mennig, 1969 Topics covered in this book are the adaptation of business and industrial supervisory practices to the objectives characteristics and principles of good police supervision Areas of consideration are the supervisory role selection of supervisors psychological aspects of supervision motivation morale leadership discipline communication counseling and interviewing complaints and grievances decision making and planning work planning performance appraisal the supervisory training function

The Bottom Line - A Management Primer for First Line Law Enforcement Supervisors Arthur P. Meister, 2016-07-30 The most important position in any management hierarchy is the first line supervisor It s where the rubber meets the road for ensuring an organization s mission gets done as expected And yet it is the position least likely

to receive any management training when it s needed most While some may get nominal experience in relief supervisory assignments most don t get the opportunity to truly learn and reflect on the proper approach to and relationship with the position they will occupy This should happen before functional duties take command of their time and attention Many bring former interpersonal habits and reasoning power into their new position Rules regulations and standard operating procedures often dominate a new manager s attention This book provides a reality based introduction to issues newly promoted law enforcement supervisors should know sooner rather than later It explains the role interpersonal skills and orientation play in management success Any leader s influence is sustainable to the extent subordinates are willing to let it effect them While much is written about management expectations of subordinates role also involves recognizing and meeting basic subordinate expectations too It helps set the right interpersonal tone and tenor for effectively managing others It also builds a strong foundation from which to coach and counsel them the right way A properly fulfilled role also helps lessen the potential for personnel problems and strengthens any official action when needed to address one This book challenges the reader to become familiar with a decision making bottom line before having to deal with crisis and controversy A bottom line is the moral boundary that should never be crossed It is the line in the sand that prepares one to lose the deal a friendship allow someone guilty to go free even damage your cause for the sake of protecting personal integrity and what will likely be everyone s longer term best interest There are too many examples of managers and subordinates alike who help or abet others doing wrong in the name of loyalty and friendship that has them later lamenting I wish I hadn t said or done that That s because so much of law enforcement service involves emotionally charged interactions This reality raises the bar for loyalty and friendship when actions are revisited or adjudicated by lawful oversight authority It can compel a choice between honesty loyalty and friendship in ways no other occupation demands with such direct and damaging consequences In other words how to avoid surpassing what one later finds should have been their bottom line All of this is important for maintaining a professional workplace when dealing with issues unique to law enforcement i e overreaction informants officer involved crime scenes the public trust etc A professional work environment can exist anywhere from the precinct station on the meanest street up to and yet noticeably absent in the plush and pristine corporate office That s because management sets the tone and tenor of all workplace activity The keys to a manager s success require understanding one s proper role knowing his or her moral boundaries and employing the interpersonal and functional skills that help maintain a professional work environment regardless of its unique circumstances and the challenges it must face

Police Leadership and Administration William F. Walsh, Gennaro F. Vito, 2018-07-04 William Walsh and Gennaro Vito have adapted the strategic management process to the police organizational world in this innovative new text *Police Leadership and Administration A 21st Century Approach* Focusing principally on the police executive this book covers pioneering management techniques for leaders facing the challenges of today s complex environment providing the police practitioner

instruction in planning setting direction developing strategy assessing internal and external environments creating learning organizations and managing and evaluating the change process It also tackles how to handle the political economic social and technical considerations that differ from one community to the next Police Leadership and Administration trains individuals to search for solutions rather than relying on old formulas and scientific management principles It shows how to tailor responses to the unique problems and issues that professionals are likely to face in the field of law enforcement providing a foundation with which to adapt to an ever changing criminal justice climate This book is essential for forward thinking police leadership courses in colleges and professional training programs

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