



BUILDING FOR EXCELLENCE, 4th Edition – Management and Leadership Tools for 9-1-1 Professionals

This comprehensive and motivational course is a ***must*** for every current or aspiring supervisor or manager. The course looks at management and leadership in terms of personal, organizational, and professional excellence ***within the field of public safety communications***. It applies the proven principles and practices from the wealth of generic training available and ***brings it home to our profession*** and ***our unique needs and motivators***.

Building for Excellence, 4th Edition addresses the ***current issues affecting our industry*** and provides you with the tools and information you need to maximize your abilities and build for excellence within your chosen profession.

PREREQUISITES:

Public Safety Communications experience.

BENEFITS OF TAKING THIS COURSE:

After taking this course, you will be able to:

- Articulate your vision and values.
- Understand your and your team's unique personality characteristics and motivators.
- Understand and demonstrate the qualities of a true leader.
- Understand and apply the techniques of effective oral and written communications.
- Establish and maintain fair and motivational Performance Standards.
- Recognize and motivate employees to peak performance.
- Understand how to avoid liability issues.
- Understand and apply the techniques for dealing with problem employees.
- Recognize and prepare for the technology and people challenges and opportunities facing public safety communications professionals as our industry evolves.

WHAT YOU WILL RECEIVE:

- **Comprehensive 100+-page course textbook.**
- The ability to interact with your peers – discover common problems – find out what is working for them – share information and materials – build a support network of friends in like positions.
- One-on-one mentoring - feedback and assistance from your instructor as you build your management and leadership skills.
- Certificate of Completion from **Profile Evaluations, Inc.** awarding **30 training hours** upon successful completion of the course.

COURSE OUTLINE:

Week 1: Excellence Begins with You

- Managing and Leading – Is There a Difference?
- Defining your Vision and Values – The Foundation of Leadership
- Understanding Your Personality Type – Not Everyone Thinks Like You!?

Week 2: Leading with Excellence

- Qualities of a True Leader
- The Power of Attitude – Become What You Believe
- Setting the Tone for a Positive Culture
- Becoming a True Leader
 - Walk the Talk - Evaluating Your Leadership Skills

Week 3: Communicating with Excellence

- Getting Your Message Out – Skills for Effective Oral Communications
- Active Listening Skills to Enhance Comprehension
- How You Write Defines Your Image – Skills for Effective Written Communications

Week 4: Managing with Excellence – Defining Excellence

- Expect the Best – Establishing a Proactive Performance Evaluation Process
- Developing Performance Standards
- Documenting and Evaluating Job Performance
- Coaching and Counseling Others
- Encouraging the Heart – Recognizing and Motivating Peak Performance

Week 5: Managing with Excellence – Tackling the Tough Issues

- Gossips, Complainers and Terminators, Oh My.... Dealing with Problem Employees
- Avoiding Legal Pitfalls – Understanding Liability Issues in the Employment Process

Week 6: The Changing Face of Public Safety Communications

- Challenges and Opportunities – Technology
 - The Past...the Present.... the Future – Next Generation 9-1-1 (NG911)
- Challenges and Opportunities – People
 - Attracting and Retaining a Multi-Generational Workforce
- Working Together for a Common Good - The Future Belongs to You....
- Course Wrap-Up and Final Exam

TUITION: THIS COURSE IS TAUGHT OVER 6 WEEKS VIA PEI-911 ONLINE.

\$470.00 – includes all course materials

Register 4 or more students and receive a 10% discount!

2026 COURSE DATES

January 5, 2026 – February 15, 2026

February 2, 2026 – March 15, 2026

March 9, 2026 – April 19, 2026

April 13, 2026 – May 24, 2026

May 4, 2026 – June 14, 2026

June 1, 2026 – July 12, 2026

July 6, 2026 – August 16, 2026

August 3, 2026 – September 13, 2026

September 7, 2026 – October 18, 2026

October 5, 2026 – November 15, 2026

November 2, 2026 – December 13, 2026