THE THIRD EDITION
EVERY OFFICER IS A LEADER
Coaching Leadership, Learning, and Performance in Justice, Public Safety, and Security Organizations

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What You Can Gain by Reading this Book
Plan a leadership development curriculum for yourself and others that provides leaders with the skills
they really need for modern police and public safety work.
Get ready for your next promotion with a portfolio of skills that fit any leadership position you are apply-
ing for. Assess your leadership skills in researched competency areas to enhance your leadership capabili-
ties.
Create an individualized leadership development plan to target skills that you need to work on.
Build a Leadership and Learning Organization to create a healthier, more capable organization to
manage public safety.
Learn a proven Problem and Opportunity Coaching Model for collaborative problem-solving and decision-
making.
Learn to build continuous improvement teams that can get better results and successfully design and execute strategic plans.
Learn about the ethics of leadership to enhance your critical decisions.
Learn how leadership development has a profound impact on the morale and performance of individual
officers, teams, and your organization.

Credible Leadership: ICLD Phase IV
Micro-Skills: The Competency-Based Link
In Leadership Education and Training

Online Training and Certification are available based on
this book at:
https://myicl.com/register-3/

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ENDORSEMENTS

This book, and the Credible Leadership online course that accompanies it, is the most comprehensive preparation I have seen in the literature for all kinds of officers in the justice and public safety system to build better places to work and enhance public trust at the same time. The authors’ vision of preparing officers and professional staff to lead early on in their careers in this broad set of leadership skills has been a missing link in previous training programs that I have reviewed. After you read this book and complete the course that accompanies it, you can use the book again and again as a reference guide to effective leadership performance.

Marshall Goldsmith is the New York Times #1 bestselling author of Triggers and What Got You Here Won’t Get You There

The rate and nature of change we are now witnessing demand transformational leadership at every level of our policing organizations. I’m not talking about positional leadership (e.g. sergeant, lieutenant, chief or sheriff). Instead, I’m referring to the compelling need for leadership that is framed, in an almost spiritual way, by the true purpose of policing - controlling crime in a just and rightful way that is consistent with the values espoused in our Constitution. This is why Every Officer Is a Leader is so important and should be standard issue to every peace officer.

Jim Bueermann, President of the Police Foundation

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.

Tony Narr (Ret’d), MA, Director of Management Education,
Police Executive Research Forum

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 Commander U.S.S. Benfold - US Navy

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.

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

With the Third Edition of this text, Dr. Terry Anderson and his colleagues continue to push the public safety field towards effective 21st Century leadership. They make no claim that leadership development is easy. Indeed, self-awareness, self-development, and creating a continuous learning environment are at the core of leadership development, and those challenges are never easy. Yet, Every Officer Is A Leader provides not only a powerful philosophy of leadership but a field-tested road map to help each of us develop our abilities across our organizations and communities. I highly recommend this text to any agency looking to build a systemic culture of leadership in their organization. Moreover, Every Officer Is A Leader serves exceptionally well as the sole textbook or accompanying text in a variety of University classes.

Jeff Green, PhD, President/CEO, Center for Police Leadership and Ethics International
Chief, FBI Leadership Development (Ret’d)

www.CommandCollege.org/eoil/

Visit this website to order the book or to download an examination copy of the Front Matter of the book, so that you can compare your leadership curriculum with this competency-based curriculum.

Visit http://commandcollege.org/dlp/ if you are interested in the whole Developing Leaders ICLD I-IV program.