



Northwest Illinois Criminal Justice Commission

Douglas E. Fargher, Regional Director
355 West Everett Street - Dixon, IL 61021
Phone: 815-288-6695- Fax: 815-288-6787- www.mtu1.com

Mobile Team Unit #1 is funded in partnership with the Illinois Law Enforcement Training & Standards Board

Managing & Coaching Toxic Employees

DATE: October 31, 2017

Registration Ends: October 13, 2017

TIME: 8:00 AM—4:00 PM 8 Hours

LOCATION: Dixon Police Dept., 220 S. Hennepin Avenue, Dixon, IL

INSTRUCTOR: Jan Mirikitani, Jan Mirikitani & Associates

COURSE CONTENT: This course identifies the Commander's/Supervisor's own personal communication style: assertive, aggressive, or passive. It discusses how a passive laissez-faire Commander/Supervisor's communication style can *support* toxic employees.

This course helps assess & define Toxic I & Toxic II behaviors, causes, & impacts on other employees, work process, & work product. It describes covert & overt ploys manipulative employees use to undermine leadership, SOPs, procedures, & the credibility of other employees.

It discusses assertive, straight-forward coaching methods for confronting toxic verbiage & behaviors focused on developing an employee who is not negatively impacting other employees.

It demonstrates & practices neutral unbiased writing strategies for documenting toxic behavior & coaching content.

Partial funding provided by Illinois Law Enforcement Training and Standards Board and MTU#1's request for certification of this course has been approved by the Illinois Law Enforcement Training and Standards Board

REGISTRATION:

All registrations are received on the [MTU#1 website](#).

Find Registration instructions [here](#)

THIS IS NOT A PUBLIC MEETING



This class has been submitted to ILETSB for approval in meeting mandatory training for:

Mandated Annually

- Law Updates Use of Force (must include scenario based or similar approved)

Mandated once every 3 years (begin 1/1/16)

- Civil Rights** Constitutional and proper use of law enforcement authority
 Cultural competency **Procedural Justice** Human Rights

Mandated once every 3 years (begin 1/1/17 all/ within 2 yrs. for investigators)

- Trauma Informed Response & Investigation of Sexual Assault & Abuse

Mandated once every 3 years (begin?)

- Mental Health Awareness

Mandated 32 hours every four years after initial training

- Lead Homicide Investigator training