

Great Wardens Project

Evolving Leadership Techniques for Today's Workforce

September 19, 2024

Mission

The Great Wardens Project provides mentorship and training to develop bold prison leaders and build a corrections culture based on safety and dignity.

Core Beliefs

- Wardens and Superintendents have a responsibility to promote safe, secure, and healthy corrections facilities.
- Advocates and prison leaders can work together to reimagine how corrections facilities operate and shape a new generation of committed corrections professionals.

Meet Our Task Force

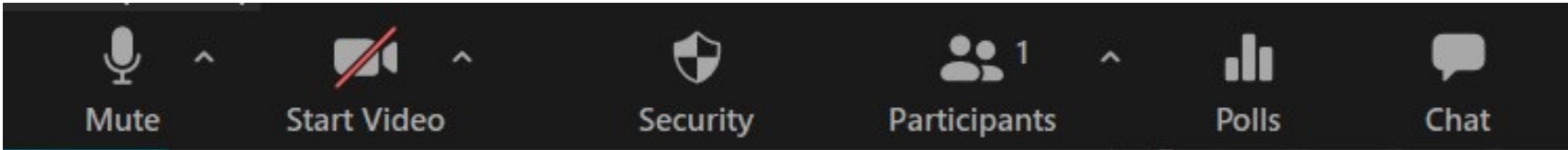


Tech Check

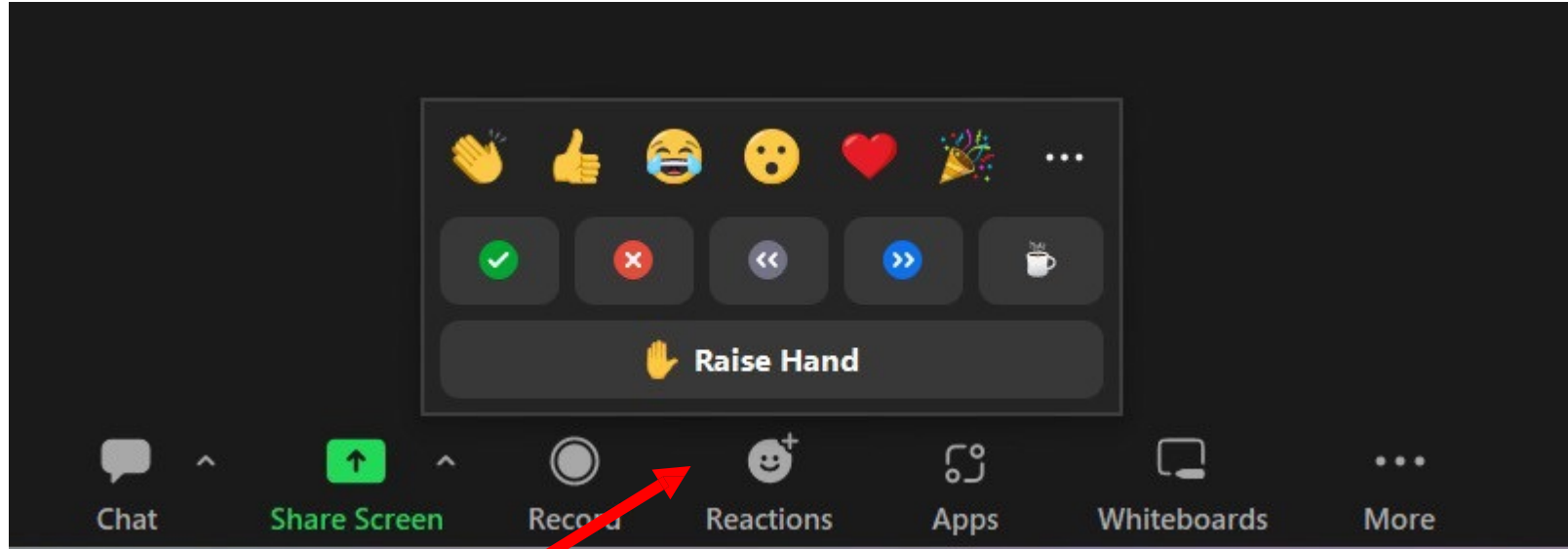
Mute

Video

Chat



Join the Conversation



Evolving Leadership Techniques For Today's Workforce

PRESENTERS:

COMMANDER KEVIN CURRAN & LT. HEIDI DURANT

INTRODUCTION



Objectives

1

Assess one's own leadership behavior/performance by developing a personal mission statement

2

Accurately assess your own default leadership style and apply strategies to adapt, Covey circle of concern/control

3

Discuss the four levels of organizational accountability

4

Describe three follower responses & explain three strategies for engaging followers



Personal Mission Statement

- Motivating
- True North
- Goal
- Values
- Process
- Legacy



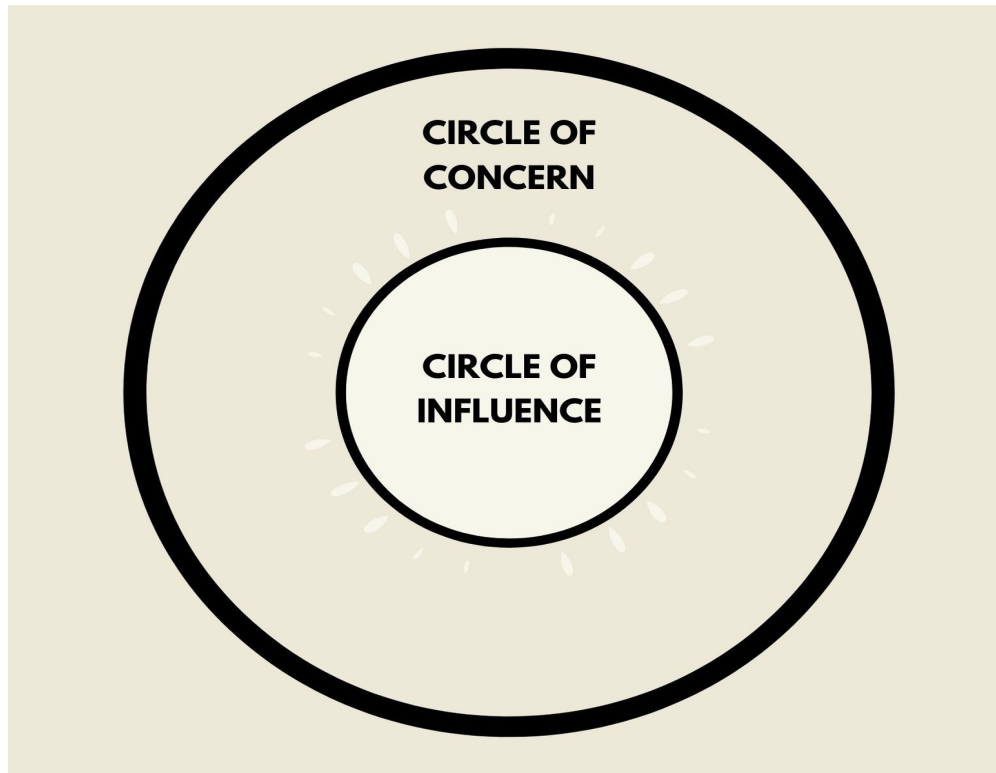
There are three constants in life...change, choice and principles – Stephen Covey

Discussion.....

What do we dislike about our job?

What do you have control over?

How could this influence the leadership mindset?



Warrior Mindset

- Ready to go to Battle
- Conquer and Control
 - Heavily Militarized
 - Quick to Force
- Everyone is a Threat

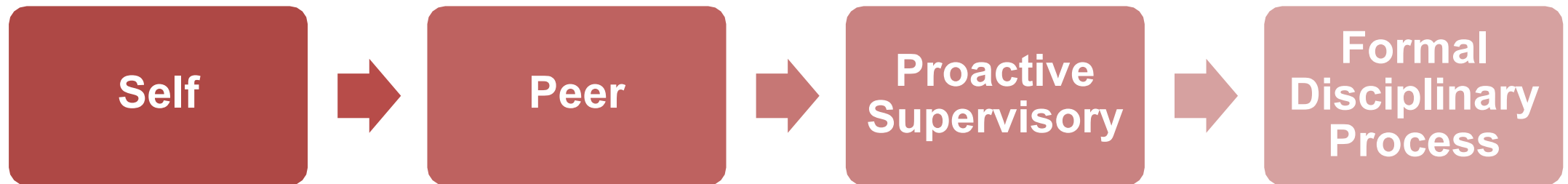
Find a Balance

Guardian Mindset

- Prepared to Protect
 - Willing to Serve
- Professionally Equipped
 - Keen to Threat
- Mindful of empathy



Four Levels of Organizational Accountability



Accountability breeds response-ability

Your Accountability is a Reflection of Your Leadership

ἡ ἀποταξία σου εἶναι ἡ ἀντανάκλαση τοῦ ἡγετηρίου σου

- Trust
- Retention
- Engagement
- Productivity
- Agility
- Responsiveness



SELF ACCOUNTABILITY

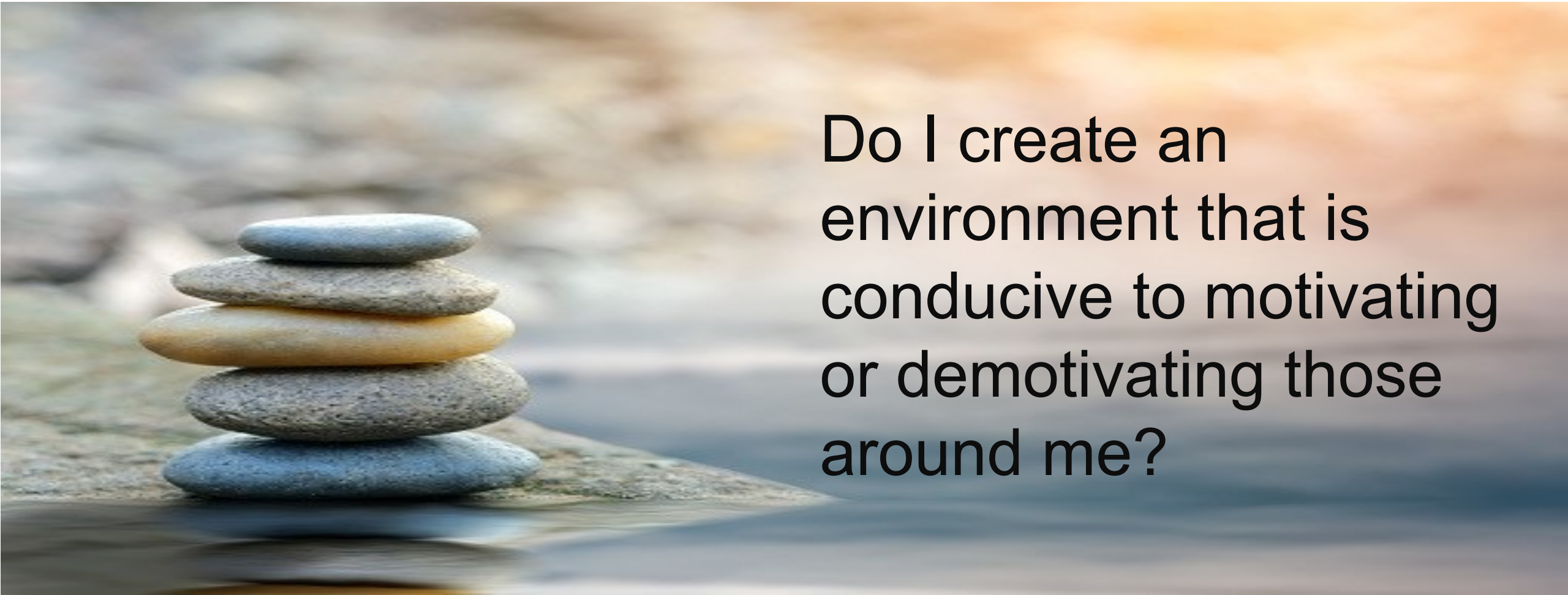


What are the three
misperceptions?

The one quality which sets one man apart from another- the key which lifts one to every aspiration while others are caught up in the mire of mediocrity- is not talent, formal education, nor intellectual brightness - it is self-discipline. With self-discipline all things are possible. Without it, even the simplest goal can seem like the impossible dream.

Theodore Roosevelt

Self Reflection...Do you know your team?



Do I create an environment that is conducive to motivating or demotivating those around me?

Three Follower Responses

Committed

Looks for new challenges, solves immediate problems, but also helps to expand their own horizons.

Compliant

Accomplish his or her task, but rarely seek additional assignments. Goes through the motions and dutifully performs their work.

Resistant

Don't like change and don't agree with feedback. They push back, disagree and react negatively to the change.



Committed



30%

Compliant



52%

Resistant

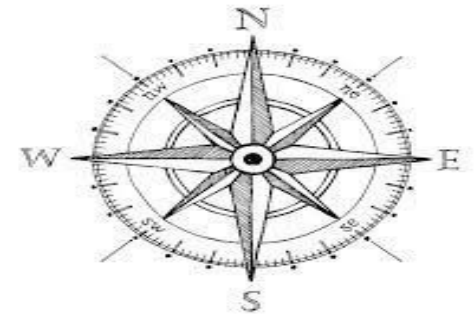


18%



This is your company today
according to 2013 research

Situational Based Leadership Approaches



FOLLOWER POSITIONS

LEADERSHIP STYLE

Willing / Able

Delegate

Unwilling / Unable

Coach

Unwilling / Able

Sell

Unwilling / Unable

Direct



Hold the vision.
Trust the process.



To flood the mindset to bleed leadership, perseverance, and loyalty.



Other Topics Covered

Know Your Team

Crucial Conversations

Work Life Balance

Overcoming Natural Tendencies

Leading the Challenging Employee

Resilient Leadership

360 Wellness



“The training to become a better leader was not what I expected. I learned so much more than I thought I already knew to be able to lead my staff.” – 11/2021 Sergeant at Florence Complex

“I was able to learn about myself and I will be doing some more self reflecting to understand more of who I am and what kind of leader I want to be” 03/2022 Sergeant at Florence Complex

“I think this class is a great class to take for all supervisors at any level. It really shows the departments willingness to evolve!” – 05/2022 Sergeant at Douglas Complex

“The material kept my attention. I found myself excited to return to class each day” - 08/2022 Sgt. F.Z.

“This was such an impactful class. This class gave me insight on who I am and what I need to work on. This course will help make me a better leader to the staff I supervise” – 04/2023 J.W. at AZ Juvenile Corrections

“Very informative and motivating. The new skills I learned will be used in the field and at home” - 05/2024 Officer A.C. at Tucson Complex

“This training should be required for all staff. I feel correctional officers and other parts of the department would benefit tremendously from this course on so many levels. It was a great class.” 08/16/24 Anonymous



Never cease chiseling
your own statue

- Plotinus (205-270)

References

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Office of Community Oriented Policing Services. 2015. *The President's Task Force on 21st Century Policing Implementation*

Ron Bayne, Law Enforcement Leadership Coach / Instructor

YouTube Every Life Has a Story Video, Dan T. Kathy (2010)

Presenter Information

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Get Involved

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Direct questions to: greatwardens@justdetention.org

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**Great
Wardens**
Project

Next Summit

SAVE THE DATE!

January 23, 2025

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Please take a moment to share your thoughts before logging off

Thank you!