

**The *Beamish* Group L.L.C.**

Organizational Consulting Services

[BeamishGroup.com](http://BeamishGroup.com)

*Developing Worthy Leaders*

# ***The Leadership Academy***



**Brian R Beamish**  
The **Beamish** Group

Managing Partner / Executive Consultant / Learning and Development Facilitator / Speaker

***October 24-27, 2016***

***8:00 am to 5:00 P.M. Daily***

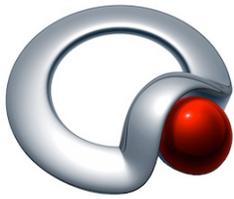
\$525.00 per participant. Includes \$300 dollars in Assessments and Reports on Your Leaders! Register prior to September 15, 2016 and save \$50.00

***Hosted By: Frank Wyant - Chief of Police***

Location: **Caldwell Police Training**  
110 South 5<sup>th</sup> Ave  
Caldwell, Idaho 83605

***Who Should Attend: Those Who Choose to Lead.***  
Sworn, Civilian, and other Government Employees are Encouraged to Attend!

***[Register Here](#)***



*Developing Worthy Leaders*

# Leadership Academy

## **Day 1**

**Monday October 24, 2016**

**0800 to 1200**

**Behaviors (TTI Tri-Metrix Assessment)**

This assessment and training will help the participants have a greater understanding of their behavior preferences and how that influences their day to day activities. They will also learn how to evaluate the preferences of others and strategies to effectively meet each other's needs.

**1300 to 1700**

**Motivators (TTI Tri-Metrix Assessment)**

This assessment and training identifies the six motivations, which drive people to perform. Understanding an individual's motivation is powerful insight into engagement and satisfaction.

## **Day 2**

**Tuesday October 25, 2016**

**0800 to 1200**

**Emotional Intelligence EQ (TTI Tri-Metrix Assessment)**

Emotional Intelligence is a foundational leadership element, it describes a person's ability to recognize and manage their own feelings and reactions to events as they unfold around them.

**1300 to 1700**

**Multi-Generational Strategies for Organizational Success**

Managing Generations is one of the most requested training programs today. Organizations are struggling to understand and manage the four different generations at work today. This training will address these challenges and provide solutions to help your organization move toward common goals.

## **Day 3**

**Wednesday October 26, 2016**

**0800 to 1200**

**The Leadership Continuum**

Leadership much like force exists within a continuum. This training explores the benefits of using different forms of leadership in different settings and in different circumstances. The primary focus will extend from Transactional through Transformational, and into Authentic Leadership Styles.

**1300 – 1600**

**Conflict Management (Thomas Kilmann Assessment)**

Research shows that interpersonal conflict in organizations reduces the effectiveness of employees and productivity of organizations. Conflict management in Law Enforcement is essential in the workplace and in the day-to-day interactions with the community.

**1600 to 1700**

**Networking Session – (Optional)**

Join the facilitators and classmates for a networking session to exchange ideas and learn from each other.

## **Day 4**

**Thursday October 27, 2016**

**0800 to 1200**

**Managing Difficult Employees**

This Leadership Academy will begin by helping participants understand themselves and explore some of the challenges in leading others. Difficult employees exist in many organizational settings. Learning to manage difficult employees is important to re-engage these employees into productive members of the team.

**1300 to 1500**

**Mastery of Self**

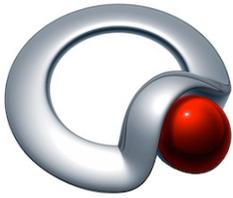
Leadership in a deliberate, focused and honorable manner that brings the concepts of emotional intelligence into light as leaders accept the privilege of leading others.

**1500 to 1700**

**Leadership Legacy**

This is an opportunity to be introspective; to understand how our ability to lead is impacting others. Through this process leaders will be encouraged to design their own action plans for continued growth and improvement.

[\*Register Here\*](#)



*Developing Worthy Leaders*

# Leadership Academy

## **ATTENTION!**

**The Caldwell Police Department is sponsoring Training:**

### ***Developing Worthy Leaders – A Leadership Academy***

**WHAT:** Leadership Development at the highest level. This personalized training program begins with helping leaders understand themselves and how their preferences can influence their day-to-day leadership responsibilities. Leaders will understand how emotional intelligence “EQ” is responsible for achieving and maintaining high levels of success.

The training will then help participants develop skills to manage a complex workforce including working with a multi-generational workforce, understanding the leadership continuum and strategies to utilize the most effective form of leadership given the circumstances.

Leadership also requires the resolution to difficult situations and conflict. Participants will participate in the Thomas-Kilmann Assessment where they will develop an understanding of their conflict management preferences. They will also learn strategies to resolving conflict and managing difficult employees.

The week will end with the focus on the leaders themselves as they explore mastery of self and how that impacts their organizational legacy.

This training is fast paced, entertaining, and designed to provide each participant the greatest learning experience possible. The use of assessments provides each person a road map of where they are and how best to capitalize on their strengths and the strengths of their team.

**HOW MUCH:** \$525 per person and includes all of the assessments. Early Bird Registration prior to September 15, 2016 and Save!

***DATES & LOCATIONS: October 24-27, 2016***

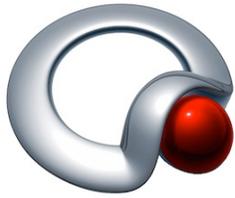
**Caldwell Police Training Facility**

110 South 5<sup>th</sup> Ave Caldwell, Idaho 83605

The training program begins at 8:00 and ends at 5:00 with an hour for lunch on your own.

**This training has been approved for Idaho Post Credit.**

**[Register Here](#)**



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# Leadership Academy

## **About the Faculty:**



Brian is an experienced executive who helps leaders and organizations maximize their potential. Organizations can increase their strength through efficient organizational strategies directed and developing and leveraging the skills of their people. As the Managing Partner for the Group Brian leads a diverse team of consultants to meet their specific needs. Brian specializes in leadership development, organizational development, process improvement, and employee relations. He delivers solution-based decisions through assessment of organizational challenges and crisis. Brian leverages experience and acumen to deliver creative and innovative business strategies. Brian has developed a variety of training programs ranging from organizational effectiveness, communication, strategic planning, leadership development, and executive leadership skills. Brian's energy and passion has become his trademark. Brian has been involved with numerous training programs, which have been presented nationally and internationally. Brian is a regular conference presenter and speaker.

Brian has impressive and extensive leadership experience. He has served in many leadership roles including the Chief Executive and has been responsible for evaluating, and developing strategic solutions to business crisis. Brian has been responsible for large spans of control, multi-million dollar budgets, project management, strategic planning.

During his tenure in government service Brian became recognized for his organizational change efforts, training and development, and innovation and has lead organizational change at the highest level. He was selected as the Chief Executive of an organization that had been found to be ineffective, riddled with criminal conduct, excessive use of overtime, excessive and misuse of financial resources, and organizational bullying. An audit prepared prior to Brian accepting this position described the organization as "the most dysfunctional" organization the firm had ever audited. The report went on to say the organization was not able to meet the needs of the stakeholders. Brian implemented organizational change, developed structure, and was able to lead the organization from this turmoil. Abuses were stopped, investigations were completed and appropriate employee actions were taken. Brian provided leadership to an organization that lacked direction. Through these actions employees were able to regain a sense of pride in ownership in their organization and change began to accelerate from within the organization. Leadership emerged at all levels insisting on the highest standards.

Leadership Development and Coaching have become foundational services for the Beamish Group. Through the use of assessments such as Behaviors, Motivators, Emotional Intelligence, and Acumen Brian is able to work with clients with the desire to become the best in their field. As a coach Brian is able to leverage his experience and education to help clients achieve significant results.

Brian's research on bullying has recently been published. He has also presented his research on organizational bullying in Salzburg, Austria at the International Bullying and Abuse of Power Conference (2012).

## **Specialties:**

Leadership Development – Coaching, Training and Development, Organizational Bullying, Employee Relations, Executive Leadership, and Employee Relation Investigations.

**[Register Here](#)**