POLSON POLICE FOUNDATION | LAKE COUNTY, MONTANA

Lake County First Responder Leadership & Professional Development Guide

Practical tools for supervisors, aspiring leaders and first responders.

Leadership Self-Assessment

- Identify what teammates consistently rely on you for.
- Choose one communication, decision-making or technical skill to improve in the next 30 days.
- Ask a trusted supervisor or peer for candid feedback.

First 90 Days as a Supervisor

- Days 1-30: listen, learn the team, policies and recurring problems.
- Days 31-60: establish consistent communication, follow-through and expectations.
- Days 61-90: develop people and improve one process.

Giving Useful Feedback

- Describe the behavior or decision, not the person.
- Explain why it matters to safety, service, policy, teamwork or public trust.
- State what needs to happen next and what support is available.

30-Day Development Plan

- Set one specific goal.
- Choose a weekly practice.
- Identify one feedback partner.
- Set a review date and define what improvement will look like.

Educational resource. Agency policy, chain of command, applicable law and training standards control.

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