

West Central Illinois Criminal Justice Council
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Vice-Chairman: Deputy Chief Rodney Cox
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Website: www.mtu9.org

Funded in Partnership with the Illinois Law Enforcement Training & Standards Board

(Serving the Counties of Adams, Brown, Calhoun, Cass, Greene, Jersey, Macoupin, Morgan, Pike, Schuyler, and Scott)

UNDERSTANDING THE EIGHT LEVELS OF SUPERVISORY ENGAGEMENT

DATE: March 4, 2025

TIME: 12:30 p.m. - 4:30 p.m.

LOCATION: Town & Country Inn and Suites – Embassy Room
110 N. 54th Street, Quincy, IL

Meets IL Mandates: Procedural Justice (4 hrs.),

INSTRUCTOR: Thomas Leemer – Chicago Police Department – Deputy Chief (Retired), Owner of Secure 1776 Training and Consulting Services

COURSE DESCRIPTION:

A fundamental truth of organizations, including law enforcement agencies, is that underperforming, and problem employees exist. When the underperforming or problem employee is a supervisor, the need for the organization to respond is elevated. This is true even when supervisors are merely ineffective, as ineffective supervisors foster a less effective workforce. However, the impact on the agency is even worse when the supervisors do not support the organization's values, goals, and strategies. With these supervisors the need for the organization to respond becomes essential, as such supervisors can crush the organization's ability to meet its mission.

Effectively addressing problematic and deficient supervisors is advanced with an understanding of the Eight Levels of Supervisory Engagement. These eight levels are identified by considering three key variables: (1) the level of technical knowledge and tactical skill; (2) the willingness of the supervisor to direct subordinates and proactively address performance issues; and (3) whether and the level to which the supervisor has come to reject (deviate) from the organization's values, goals, and strategies.

Non-Member Tuition:

\$0.00. Non-member tuition shall apply to State/Federal agencies and Local Law Enforcement agencies which are not members of MTU #9. Tuition will be invoiced to departments upon course completion. If a pre-registered student from a Non-Member agency fails to attend training, and the agency fails to provide advance notice within 7 days of the start date of that class, the agency will be invoiced the entire amount of the student's tuition. [See Tuition Policy Here](#)

No Shows/Cancellation Policy

West Central IL Criminal Justice Council-MTU #9 has instituted a No Show/Cancellation fee of \$50.00 to be invoiced to member/non-member agencies who do not provide sufficient notice of cancellations seven (7) days before start of class. This Fee will be invoiced within a week of an officer's absence from a training course in which he/she was registered. If an agency is unable to provide advance notice of its intent to cancel course registration because of circumstances beyond its control, the Director will have the discretion to waive this payment. Any requests to waive No Show/Cancellation Fee must be made to the Director in writing. (View Full Policy [HERE](#))

To Register: Follow this link to Register: <https://mtu9.org/page/3/register-now> If you experience problems or issues with registration, please email register@mtu9.org. ALL registrations must go through your Sheriff, Chief, or Training Officer.

This course is certified and approved by the Illinois Law Enforcement Training & Standards Board