

INTRODUCTION TO RECRUITMENT & RETENTION

Registration Form



Hosted by Grand Island Police Dept

111 Public Safety Dr. Grand Island NE, 68801

Registration fee \$595.00 PP. Early Registration Promo - register two attendees and receive two additional registrations at no charge (Valid thru 12/1/2024).



Contact Palazzo Training Solutions directly to register with payment via CC at 757-720-0707 ext 500. Group hotel room rates will be available for course participants.

This training is most appropriate for staff members serving in leadership role, Police Sgt, Fire LT and above, including senior staff and HR

PARTICIPANT NAME: _____

RANK/ TITLE: _____

EMAIL: _____

CELL PHONE: _____

AGENCY NAME: _____

ADDRESS: _____

AUTHORIZED SIGNATURE: _____

PRINTED NAME/ DATE: _____

The above signer hereby authorizes Palazzo Training Group LLC to charge the listed agency via credit card for course tuition. This charge represents full payment and will be processed pursuant to the customer's request. An automated receipt shall be sent directly to the email address listed on the registration form provided. Cancellation or a no-show for course tuition shall generate credit for future programs presented anytime over the next 12 calendar months. In the event of an act of God, alternate dates will be provided within 90 days or the original commencement date.



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Solving the Recruitment & Retention Problem

Your employees are your organization's most valuable assets. They bring knowledge, experience, and commitment to their roles in order for your organization to accomplish its goals. By implementing strategies as well as technology to address today's recruitment and retention challenges, Law enforcement, fire and public safety agencies can build and maintain a dedicated and highly competent workforce ready to respond to the needs of their communities.

But how do you identify the right individuals who are driven and inspired to stimulate growth in your organization?

This process begins by redefining modern candidate personas and role assessments that identify the competencies and well-defined skill sets consistent with the vision and mission of your organization. A key imperative in recruiting the best people begins with understanding your candidates and their needs, including the desire to engage in purposeful endeavors that encourage flexibility and work-life balance. "Generation Z" employees have also stated the importance of working in a tech-savvy environment, balanced with cultural diversity and inclusion. They highly value collaboration with peers and those serving in leadership roles, especially when addressing training and opportunities for advancement.

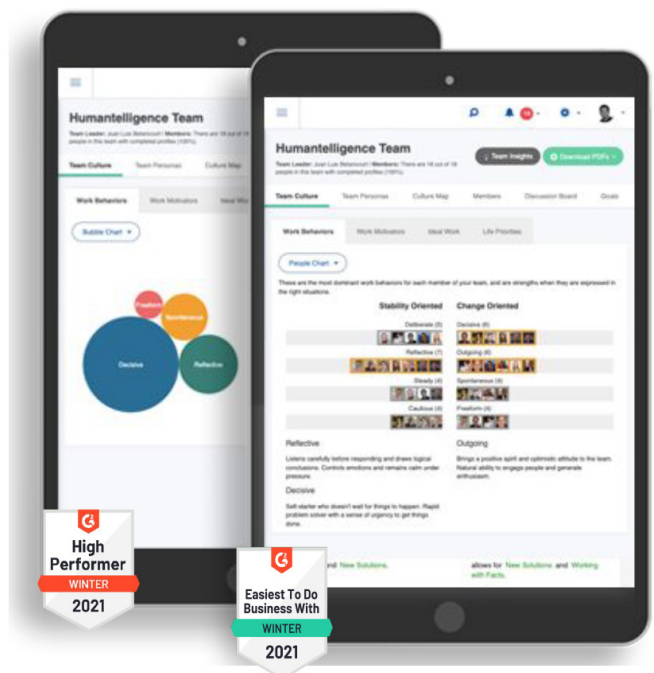


humantelligence®
SMARTER COLLABORATION

Identify the Right Candidates

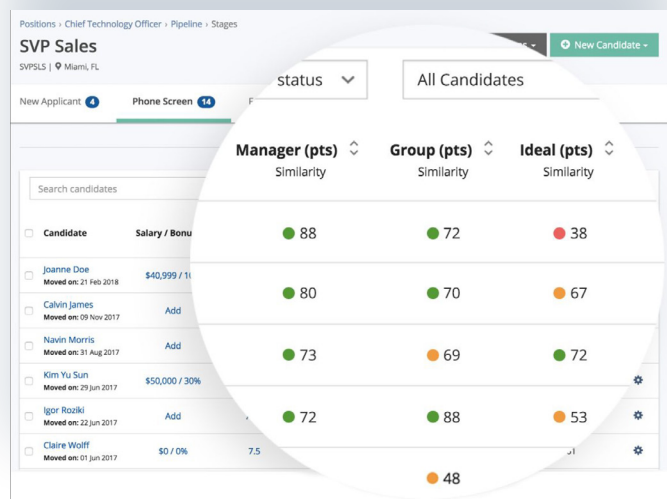
Discover the why, how and what of each candidate, using a 12-minute assessment and gain a total picture of one's:

- Behaviors
- Motivators & values
- Work Energizers



Then, use analytics on current team dynamics to hire for your needs. Leverage those insights to hire the most effective talent.

- Eliminate subjectivity and streamline up to 80% of traditional recruiting processes
- Reduce turnover costs by 20% using Fit Factors to gauge predictive success
- Hire more intentionally for culture fit, performance, and diversity of thought
- Ensure better organizational effectiveness by making personnel decisions based on data you can trust



The screenshot shows a recruitment software interface for 'SVP Sales' in 'Miami, FL'. It displays a list of candidates with columns for 'Manager (pts)', 'Group (pts)', and 'Ideal (pts)', each with a 'Similarity' indicator. A circular callout highlights the 'Manager (pts)' column.

Candidate	Manager (pts)	Group (pts)	Ideal (pts)
Joanne Doe	88	72	38
Calvin James	80	70	67
Navin Morris	73	69	72
Kim Yu Sun	72	88	53
Igor Roziki	72	88	53
Claire Wolff	7.5	48	1

Retain & Develop with Professional Coaching & Mentoring

Professional staff development begins with a well-defined set of governing imperatives, among them is a deeper understanding of self and others. This type of coaching is designed to help individuals identify and achieve their goals as well as overcome challenges, to embrace continuous growth in their career development.

Emotionally healthy organizations embrace emotional intelligence and are driven by leaders who embody high levels of self-awareness. In doing so, leaders can understand vastly different perspectives.

Changing the Culture Requires an All-Hands-On-Deck Approach

Cultural competency requires social awareness, not only to advance brand messaging but to ensure that leaders at every level are fostering and promoting cultural diversity.

Efforts to promote and celebrate a diverse workforce often include policies and practices aimed at ensuring equal opportunities for all cultural groups, as well as initiatives that foster inter-cultural dialogue and respect. Cultural diversity is an important aspect of modern societies and is often seen as a source of strength and innovation when managed effectively.

Combined with technology, our workshops and coaching will leave you with:

- A greater understanding of individual and group dynamics
- Active participation in professional staff development coaching
- Easy-to-use individual and group behavioral assessments
- Role assessments and benchmarking for key roles within your organization
- Collaborative vision and mission Statements for teams
- Stronger understanding of team development and strategic succession planning



Course Syllabus

Introduction to Recruitment and Retention Unit 1

16 Credit Hours

Michael Palazzo, Chief Learning Officer/ Lead Educator

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I. COURSE DESCRIPTION

This course examines best practices for government employers to recruit and retain highly qualified candidates. The modern workforce is evolving and with a greater emphasis on flexible schedules, emotional well-being, and employee engagement. Addressing these aspects in recruitment and retention can contribute to the overall effectiveness, resilience, and positive perception of public safety organizations.

Course participants will develop new methodologies to ensure organizations are well-prepared to serve and protect their communities. Working in collaboration with team members, the application of a solutions-based approach will inspire organizational change to stimulate and transform outdated policies and procedures in developing great employees and thereby attracting the best talent.

IDENTIFICATION OF THE BEST CANDIDATES

The key to successful recruitment and retention begins with a well-defined benchmark for current roles. Equally important are the qualities, character traits, and skill sets of the individuals who will be serving in these roles.

Role assessments for new employees and those being considered for leadership positions will stimulate increased performance, employee engagement, and job satisfaction. This methodology supports leaders with tool sets to identify critical areas of improvement and opportunities for professional career development. This is true for command staff, and those serving in mid-level leadership positions. The application of Strategic Benchmarking compares the strategies of successful organizations with those of your own and helps leaders define strategic goals and steps forward to create much greater results.

The foundational principles of transformational leadership in a multi-generation workforce include emotional agility, staff coaching, and strategies for advancement. Identifying core competencies for key roles will identify the best candidates for recruitment and promotion. Organizations that proactively assess and measure performance will create and consistently develop great leaders for today and the future.

MODERN SKILL SETS

The nature of public safety work is evolving with advancements in technology and changes in human behavior. Recruitment policies should be updated to attract candidates with the necessary technical skills and adaptability to navigate evolving challenges.

ADAPTING TO CHANGING DEMOGRAPHICS

Demographic changes in communities require public safety organizations to adapt. Recruitment policies should consider demographic shifts, ensuring that the workforce is reflective of the community and responsive to its needs.

WORK-LIFE BALANCE

Public safety jobs often involve irregular hours and high-stress situations. Retention policies that address work-life balance, provide adequate time off and support mental health that will contribute to higher morale and job satisfaction.

PROFESSIONAL STAFF COACHING

Professional staff coaching is a structured and collaborative process aimed at enhancing the skills, performance, and overall professional development of individuals within an organization. This form of coaching typically involves a qualified and experienced coach working with employees, often in one-on-one sessions, to help them achieve specific goals and overcome challenges in their professional lives.

This formal process includes goal setting, skills development, performance improvement, self-awareness, personal reflection, conflict resolution, and effective communication skills. As with any professional development process, coaching requires accountability, feedback, and evaluation.

ETHICAL AND TRANSPARENT LEADERSHIP

Strong leadership that values ethics, transparency, and accountability is vital for public safety organizations. Retention policies should encourage and reward ethical behavior, fostering a positive organizational culture.

SUCCESSION PLANNING

An aging workforce in public safety underscores the importance of succession planning. Recruitment policies should consider long-term needs and retention policies should focus on mentoring programs to facilitate knowledge transfer from experienced personnel to newer recruits.

STRONG EMPLOYER BRANDING:

A positive employer brand attracts top talent. Successful organizations cultivate a strong online presence, share employee success stories, and highlight their workplace culture to position themselves as desirable employers in the eyes of potential candidates.

II. RATIONALE

Great organizations invest time in creating detailed and accurate job descriptions. These descriptions outline the responsibilities, qualifications, and expectations for the role, ensuring that both recruiters and candidates have a clear understanding of the position. These organizations prioritize cultural fit along with skills and experience. They assess how well candidates align with the organization's values, mission, and working environment to ensure a cohesive and productive team.

Rather than waiting for positions to open, successful organizations engage in proactive recruitment. They build relationships with potential candidates, create talent pipelines, and consistently network to identify top talent before the need arises. Great organizations design comprehensive interview processes that go beyond standard questions. Behavioral interviews, case studies, and skills assessments are incorporated to evaluate candidates thoroughly and gain insights into their problem-solving abilities and cultural fit.

III. PREREQUISITES

Minimum of five years serving in a leadership role.

IV. MATERIALS LIST

Pre-class behavioral assessment will be provided to each participant prior to the commencement of training.

Course materials will be provided in class and will be completed during the each learning module.

V. MEASURABLE LEARNING OUTCOMES

Participants will be able to:

- A. Articulate central themes of his or her role and clearly define learning objectives to be applied within their respective organization.
- B. Identify, discuss, and practice the skill sets of professional staff coaching.
- C. Demonstrate the skill sets of active listening and the ability to teach others.
- D. Initiate peer group coaching and mentoring with well-defined outcomes.
- E. Be accountable for the performance of others in adhering to the moral and ethical standards of confidentiality and employee engagement.
- F. Organizational leaders will be well prepared to redefine hiring and promotional policies and practices and thereby ensure the best outcomes for all employees.
- G. Staff development and the investment of training resources will be redefined based on the talent and competencies of employees being considered for advancement.

VI. COURSE REQUIREMENTS / ASSIGNMENTS

Participants will develop a well-defined vision and mission statement for their role and the teams they currently lead. Additionally, peer-to-peer evaluations will be conducted during and following this course to ensure that individual leaders develop the understanding and ability to duplicate this process within their commands.

VII: The primary objectives of this course include the following key imperatives.

Redefined methodologies for Recruitment and Retention

Updated approach for generational and multicultural differences

Enhanced strategies for unresolved conflict and mistrust

Redefined objectives and the role of authentic leadership in a woke culture

Understanding the principles of building synergy

The essence of practicing ethical conduct