



Course Title: First-Line Supervisors

MLEAP Standard: This course meets MLEAP Standard 3.08 – Supervisor Training

Time: 7 hours

Instructor: Adam Gormely

Course Description: This progressive course explores the core principles of responsible supervision, emphasizing accountability over authority in decision-making. Designed for current and aspiring frontline leaders—including sergeants, corporals, shift leaders, and crew leaders—this class provides practical insights for those seeking to lead with integrity and long-term impact.

Participants will gain a clear understanding of how poor supervisory practices can compromise a department’s mission and create long-lasting inefficiencies. Through real-world examples and interactive instruction, students will leave better equipped to lead their teams effectively and ethically.

Learning Objectives:

- Understand the value and influence of empathy in leadership.
- Develop the ability to effectively manage oneself before managing others.
- Identify and apply practical, uncommon-sense leadership tools.
- Distinguish the characteristics of effective versus ineffective supervisors.
- Interpret organizational cues (“what the system is telling you”) and leverage them in decision-making.
- Define appropriate use of discipline—when, why, and how to apply it.
- Recognize the supervisor’s critical role in shaping team morale.
- Understand vicarious liability and the risks of failing to supervise properly.