



MENTORING FOR DEVELOPMENT For First-Line Supervisors and Mid-Level Managers

Friday, May 8 **or** Friday, October 16

8:30 a.m. to 4:30 p.m. • Cost: \$95

Instructor: Deputy Chief Rick Balistrieri (Retired)

Mentoring is about learning, not teaching. Both mentors and those mentored grow from the experience.

Deputy Chief Rick Balistrieri (Retired) West Allis Police Department

Rick Balistrieri is a 34-year law enforcement veteran. Rick has a BA from Springfield College MA, graduating with highest honors. In 1999 he graduated from Northwestern SPSC. Seventeen of his 34 years of law enforcement has been served from a supervisory position. Rick also has 25+ years as an educator for technical schools and colleges in leadership, mentoring, ethics, law enforcement administration, staff development and crime prevention initiatives.

Human Resources specialists estimate that replacing an employee costs at least twice their annual salary. Research shows that people leave when no one is interested in their career progress and they feel that no one cares about them. Mentoring satisfies both of these issues.

Once an applicant is offered a position, both the community and the law enforcement agency have made a significant financial investment in the professional success of the newly hired employee. Once such an investment is made it is in the best interest of the organization that the employee continue to develop and become an integral member contributing to the mission and goals of the agency.

Successful mentoring programs have a large number of benefits, not only to the employees but also the organization. Employees are offered a smoother transition into the organization as well as a greater understanding of the organizational culture and history, enhanced work skills, and the ability to identify future career goals to name just a few of the benefits.

The mentoring philosophy can be utilized when hiring new personnel (both sworn and non-sworn) as well as a cross-training mechanism for newly promoted positions.

This program is intended for first line supervisors and mid-level managers. Class members will gain the skills necessary to understand the difference between mentoring and supervising, realize the traits of a good mentor, and how to develop/institute a mentoring program in their agency.

To register, or for more information, contact:
(608) 757-7630 • blackhawk.edu

