

*Powerful*

# Coaching & Counseling Skills

*for Managers, Supervisors and Trainers*

**July 8, 2009** - 8:00am to 5:00pm

at Best Western Park Plaza Hotel - 620 South Hill Park Drive - Puyallup, WA

For a supervisor or trainer, knowing the root cause of behavior is essential to applying the correct intervention. Coaching and Counseling reviews the causes of behavior and gives a clear method for determining motivation and gives the simple tools for addressing the issue. This is both an information and skills class.

**Course Topics Include:**

- Understanding the root cause of behavior
- Understanding that behavior is purposeful
- Dealing with "will" issues and performance
- Failure is often a choice not an ability issue
- Lack of performance is systemic/environmental in nature
- Exact steps you must take to neutralize problem employees

**Your class cost includes:**

Morning coffee, door prizes, attendance certificates for your file or for CEU's.

*Excellent Management, Supervisor or Career Advancement Training Hours*

**Cost: Only \$99**

*when you register via our website: [www.code4.org](http://www.code4.org)*

**Register via phone 800-622-9391 & cost is \$109  
(Save \$10 when you register on-line)**

Cost includes course certificate & handout

*Group discounts (10 or more)*

Prepayment not required we can bill agency!

*Attendance certificates provided for CEU's/training files.*

**This course made possible by the City of Puyallup**

**Great training for any of the following:**

- Managers, Supervisors, Lead Workers
- FTO's, CTO's, PTO's, Trainers
- Supervisor Candidates

**Instructor:**

Captain Randy Barnes is a highly motivated commander with 25 years of progressive experience including 8 years as division commander. Captain Barnes is a creative and innovative leader. He is a proven communicator committed to principle-centered leadership, maximizing employee investment and organizational success. Captain Barnes has served as a faculty member in the Leadership Division at the Washington Criminal Justice Training Commission since 1995. He has been involved in the strategic planning and development for many of their ethical leadership, situational leadership and mentoring programs. Captian Barnes has spent many years involved in the FTO program and is currently the Commander of the FTO/PTO program for his department. He is a graduate of the FBI National Academy (207th session), a certified Leadership instructor with I.A.C.P. and serves as a guest instructor for the Northwest L.E. Command College. Mr. Barnes has also served since 1999 as the Tactical Situations Commander for the area Regional Emergency Response Team.

**Training for Public Safety, Security, Criminal Justice & Government Personnel**

**Code 4 Public Safety Education Association - 800-622-9391**

**Code 4 is a non-profit 501(c)(3) Education Association**

Make checks payable to **Code 4** - 711 Medford Center #265, Medford, OR. 97504

*Code 4 Tax ID number is 93-1248059*

**Code 4 Public Safety Education Association Has Provided Training To The West For 13 years !**

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