



IPSLEI Programs for Continuous Personal and Professional Development (2025)

About IPSLEI

The International Public Safety Leadership and Ethics Institute (IPSLEI) is a 501(c)(3) nonprofit corporation (20-3002065) organized to support the development of excellence in the exercise of leadership in support of public safety. IPSLEI was formed in the spring of 2005 as a means of continuing the public safety industry collaborative in leadership and ethics initially established through the California Community College Chancellor's Office Public Safety Education Advisory Committee with a Carl D. Perkins VETA Grant for development of a comprehensive program for public safety leadership development.

The California Public Safety Leadership and Ethics Program, as the original program is known, originated in spring 2001. Through the leadership and vision of the California Community College Chancellor's Office Public Safety Education Advisory Committee, the program gained national attention. This national interest led to the formation of IPSLEI and the expansion of the program beyond California. In addition to the original courses, IPSLEI customizes a variety of professional development programs to meet the dynamic challenges faced by those who serve the public safety.

In the spirit of the original design work, IPSLEI continues to foster its partnership with Phi Theta Kappa (PTK) International Honor Society's Leadership Development Program. Through this partnership, IPSLEI and PTK promote the dynamic blend of unique, humanities-oriented leadership development with a case-study approach to explore the reality of the leadership challenges that public safety professionals face at every level. Additionally, IPSLEI continuously seeks the input of public safety and academic professionals throughout the world to maintain an energetic, visionary, and realistic approach to facilitating the growth of excellence in public safety leadership.

It is the desire of IPSLEI that through effective, realistic, and purposeful leadership dialogue and interaction among public safety personnel from all disciplines and at every level, we learn the true meaning of interoperability and create the safest environments for our organizations and our communities. IPSLEI is dedicated to conducting research and analysis in public safety leadership development, creating effective leadership and ethics curricula, and providing facilitator training and excellent support for IPSLEI facilitators.

The **mission** of IPSLEI is to develop individuals through innovative leadership and ethics education who exercise leadership effectively and ethically in service to the public safety.

Our **vision** at IPSLEI is exceptional leadership in service to public safety.

Learning Approach

At IPSLEI we believe that excellent organizations begin with excellent individuals. To that regard we emphasize that all leadership starts with self-leadership and all ethics starts with self-ethics. To achieve that effort programs must be dynamic, energizing, personalized, and reality based. A cornerstone of IPSLEI is that effective leadership skills and influences are needed at all levels of the organization. One need not be in a supervisory or managerial position to benefit from and contribute to the leadership efforts within self, organization, and community.

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Time and again students have found IPSLEI to be a profound personal professional experience, leading to changes in their focus and approach to the exercise of ethical leadership. IPSLEI represents a lifelong commitment to learning about the exercise of leadership in self, others, organizations, and the communities in which we live and work. IPSLEI is rich in a values-based approach supported by strong academics through which we blend the world of critical thinking with the world of practical application.

A significant part of IPSLEI programs is the development and documentation of the students critical thinking processes related to leadership concepts, practices, and self-awareness. To achieve this goal, they must be prepared to take notes while they read, during dialogues, while they watch the video case studies, during or following experiential exercises, and when they learn the results of personal assessments. Next steps involve reflecting on the notes, questioning assumptions, and then articulating insights and drawing some conclusions.

“Critical thinking is a desire to seek, patience to doubt, fondness to mediate, slowness to assert, readiness to consider, carefulness to dispose and set in order, and hatred for every kind of imposture”.

~ Francis Bacon (1605)

IPSLEI Core Courses

IPSLEI’s premier four-course program of leadership development includes:

- Developing a Personal Philosophy of Leadership and Ethics
- Leading Others Ethically
- Ethical Leadership in Organizations
- Ethics and the Challenge of Leadership

Recognizing the need to initiate personal leadership at the early stages of one’s career, IPSLEI also offers a development program specifically for implementation in recruit academies or probationary periods.

- Personal Leadership and Team Building for Public Safety

IPSLEI utilizes a dynamic approach of Do-Reflect-Learn in all programs which includes:

- facilitated dialogue sessions following a Socratic approach.
- experiential small and large group activities.
- shared analysis of readings.
- case studies both historical and case in point.
- self-assessments and self-reflection that creates a unique personal journey that supports excellence in the organization and community.

Within these programs IPSLEI incorporates many texts, readings and assessments. A partial list includes the below.

- *The People Code* (Taylor Hartman Ph.D.) This includes a personality assessment.
- *Difficult Conversations: How to Discuss What Matters Most* (Douglas Stone, Bruce Patton, Sheila Heen, - The Harvard Negotiation Project)
- *The Five Dysfunctions of a Team: A Leadership Fable* (Patrick Lencioni)
- Values Sort Assessment
- Thomas-Kilmann Conflict Mode Assessment
- Ethics Awareness Inventory
- *Making Ethical Decisions* (Michael Josephson)
- *The Servant Leader* (Robert K. Greenleaf)

Based on future consultations additional texts or assessments may be recommended, or substitutions utilized. To achieve maximum development and participation, pre-session assignments are provided by IPSLEI to all students.

Books to Badges™ Customized Professional Development

Books to Badges™ is IPSLEI's unique moniker for supporting the professional and personal development of persons and organizations that serve the public safety. Books to Badges™ is intended to support those looking for their first badge in serving the public safety as well as those seeking a promotion and new opportunities.

Books to Badges™ keynotes, classes, seminars, workshops, and other professional development programs are designed to provide interactive and dynamic opportunities for individuals and organizations alike. For more information visit <https://www.ipslei.org/books-2-badges>.

Academic and POST Credit

IPSLEI is poised to support the application of our programs for academic credit, as well as continuing education hours. IPSLEI has experience assisting law enforcement and correctional agencies obtain POST or CPOST recognition and credit hours. IPSLEI has been reviewed by numerous academic institutions and academic credit hours have been granted at degree levels from Associates to Masters.

IPSLEI Facilitators and Professional Conduct

IPSLEI utilizes professionals with significant experience in facilitated learning methods in addition to their professional public safety backgrounds and educational achievements. All facilitators have at a minimum completed the IPSLEI 40-hour facilitator certification workshop. In 2022 the *IPSLEI Guide for Professional Conduct and Interactions* was implemented for facilitators and participants alike. For more information visit <https://www.ipslei.org/governing-guidelines>.

Confidentiality

The content of this program is the intellectual and corporate property of the International Public Safety Leadership and Ethics Institute (IPSLEI). As such, the contents of IPSLEI programs are considered to be confidential and proprietary. Release of IPSLEI programs in whole or part, in any form to any person(s) or entity beyond that which may be required by law without the expressed written permission of IPSLEI, is strictly prohibited.