



# DEPARTMENT NOTICE

20-146  
10/20/20

## **Application for the SFPD Leadership Development Institute**

Beginning in January 2021, the San Francisco Police Department will launch the third Leadership Development Institute (L.D.I.) cohort. The L.D.I. will offer leadership education to members (sworn and professional staff) in order to provide professional and personal development and enhance leadership at all levels. The Department is proud to offer this education in partnership with Blue Courage and the San Francisco Police Officers' Association.

The mission of the L.D.I. is to develop shared leadership through interdependence and teamwork and provide members with the heart-set and mindset to lead ourselves and each other in both formal and informal leadership settings. Through facilitated discussions, open respectful dialogue, dynamic engagement, and shared experiences each student will have an opportunity to develop through a positive learning environment:

- A clear sense of purpose and meaning for their lives
- A language of leadership that enhances awareness and accountability
- A sense of curiosity to disrupt mediocrity and challenge the status quo
- The capacity to be more resilient in times of stress and adversity
- A clear pathway to mastery of the skills required to thrive in personal and professional relationships

The L.D.I. will consist of 12 sessions; the hours will be 0900-1700 hours. The attire for the training is business casual.

The projected dates for Cohort 3 are as follows:

Wednesday, January 13, 2021  
Wednesday, February 3, 2021  
Wednesday March 3, 2021  
Wednesday, April 7, 2021  
Wednesday, May 5, 2021  
Wednesday, June 9, 2021  
Wednesday, July 14, 2021  
Wednesday, August 4, 2021  
Wednesday, September 1, 2021  
Wednesday, October 6, 2021  
Tuesday, November 3, 2021  
Wednesday, December 1, 2021

In order to successfully complete the program, attendance is mandatory for at least 10 sessions.

## APPLICATION PROCESS

All sworn and professional staff of the San Francisco Police Department are eligible to apply. It is the goal of the LDI to comprise 80% of each cohort with Officers, Sergeants, and Professional Staff.

If a member applied prior to LDI in 2019, please reapply and indicate you applied prior in the relevant application box. Please contact the LDI Coordinator Sgt. Leonard Poggio #391 if you need a copy of prior submitted material; otherwise submit application packet again.

The following is required to apply:

- Completed application (see attached)
- Current professional resume (detailing education, training, experience within SFPD)
- Cover Letter to answer the following questions:
  - 1) Describe what you hope to gain from this training experience.
  - 2) Describe how you envision your leadership role in the SFPD, both in the present and in the future.
  - 3) Describe your leadership philosophy and style and what you have done to foster it.

\*maximum of 300 words per question allowed

**All required items listed above need to be scanned and e-mailed to [SFPD.LDI@sfgov.org](mailto:SFPD.LDI@sfgov.org). Members shall "CC" their commanding officer.**

**Completed application packets (sent by e-mail) are due no later than 14 days from the date of this notice.**

Hard copies of application packet can be sent to Sgt. Leonard Poggio #391 of the Training Division/Police Academy.

Applicants will be contacted regarding the next steps of the selection process once all applications are received. Members with questions about the Leadership Development Institute can contact Sgt. Leonard Poggio, LDI Coordinator, at (415) 401-4710 or via email.

  
WILLIAM SCOTT  
Chief of Police

*Per DN 20-150, all sworn & non-sworn members shall electronically acknowledge this Department document in PowerDMS. Members whose duties are relevant to this document shall be held responsible for compliance. Any questions regarding this policy should be made to [sfpd.writtendirectives@sfgov.org](mailto:sfpd.writtendirectives@sfgov.org) who will provide additional information.*

**APPLICATION FOR LEADERSHIP DEVELOPMENT INSTITUTE**

Date of Application: \_\_\_\_\_ Applied for LDI Prior: \_\_\_\_\_

Name: \_\_\_\_\_ Star: \_\_\_\_\_

Email address: \_\_\_\_\_

Telephone: (home) \_\_\_\_\_ (cell) \_\_\_\_\_ (work) \_\_\_\_\_

(Indicate contact number preferred by circling)

Date of Appointment to SFPD: \_\_\_\_\_

Date of Appointment to current rank: \_\_\_\_\_

Present Assignment: \_\_\_\_\_ Watch: \_\_\_\_\_

Immediate Supervisor: \_\_\_\_\_

Present Commanding Officer: \_\_\_\_\_

**Education and Experience**

**Education:**

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**Department Assignments/Experience:**

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**Describe any off-duty activities and interests with relevance to Leadership:**

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**Applicant's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

Please forward application packet to Sgt. Leonard Poggio, Training Division/Police Academy.  
NOTE: As stated in notice, scan original and e-mail before sending hard copy.