



Case Study

Leadership

Situation:

Following the terrorist attacks of September 11, 2001, the need for preparedness-focused leadership programs arose in many state and local agencies. AIM Consulting Associates became extensively involved in the design of several programs to foster inter-agency cooperation, build relationships, and hone leadership appropriate for homeland security specialists and first responders.

Methodology:

The effort produced a three-tiered program designed to meet the needs of the various agencies. The **Regional Program** consists of two multi-day training sessions and includes team building, multidisciplinary problem solving, inter-agency collaboration, project management, change management, crisis leadership, emotional intelligence, contingency leadership, and negotiation. Students also participate in a multi-disciplinary project designed to demonstrate the use of leadership skills acquired in the program. An **Advanced Program** is available to all graduates of the Regional Program, and dives deeper into preparedness leadership principles. The day-and-a-half **Executive Program** reinforces inter-agency leadership skills important to State agencies involved with preparedness and counter-terrorism task forces.

Results:

From 2003 to 2007, the programs have produced over 100 graduates from a range of organizational levels. The program is known to promote the value of working relationships between all levels of government and to reinforce the importance of open lines of communication.