

ON-TARGET SOLUTIONS FOR LAW ENFORCEMENT MANAGERS AND SUPERVISORS



Snohomish County Sheriff's Office
9901 24th PL W, Suite B, Everett, WA 98204
May 4-5, 2026 8:00AM - 4:00PM

Your Presenter



Lt. Shawn Wetzel (ret.)

President, Instructor, Consultant

Strong supervision builds strong agencies. Initial and refresher training at every rank equips supervisors with the leadership skills to boost employee performance, reduce internal issues, guide career growth, and improve the public service entrusted to our agencies. By embedding proven leadership practices into supervision, organizations strengthen accountability, minimize liability, and create a culture of trust and excellence. Invest in leadership-driven supervision—because effective management is the key to long-term success. Learn new supervisory styles that are consistent with generational differences.

• **Topics Include:**

- Essentials for supervisors and their roles
- Perspectives of supervisors and employees
- Being Proactive vs. Reactive
- Workplace Environment Control
- Characteristics/Traits of supervisors and what employees need from them
- Qualities of excellence in supervision and its impact
- DISC personal profile system; several assessments
- Developing the leader within
- Leadership, management and supervision strategies
- Boss vs Leader: What's the difference
- Policy: Holding accountability
- Coaching, Mentoring, and Developing Staff
- Use of Force and De-escalation Techniques

Many subtopics to explore

Fee: \$350.00

\$325.00 (if 3 or more from same agency)

www.on-targetstrategies.com

Register Here

QR code for direct registration



ON-TARGET STRATEGIES

10305 N North Forest Trail

Peoria, Illinois 61615

309-635-8575

"I will be sending other supervisors and managers. Loved all of the exercises and interaction with others in the class. That says a lot from a 10+introvert." Administrative Services Manager Mihkaela Overbay, RiverCom911

"As as a chief it's a must to know what my sergeants and captains are being taught so this should be attended by upper management. Exceeded my expectations and solid content." Chief Don Tardiff, Stillaguamish Tribal PD

"Clear examples were provided that rang true in my unit. Often these type of classes explain the "what" and don't address the "how". Clear examples were provided to walk you through the "how".

Sgt. Krista Bair, Seattle PD