

Advanced FTO

**Offered by:
Kaminsky, Sullenberger and Associates, Inc.**

**Facilitated and Designed by:
Lisa Konrath, MAED**

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Program Overview

Workshop Title: **Advanced FTO**

Duration: 3 Days

Recommended for: Experienced training and evaluation officers (FTO's) looking to both 1) hone their existing skills and, 2) increase their effectiveness through the use of new strategies.

Maximum # of Participants: 20

Overview: Designed for experienced Training and Evaluation Officers (FTO's), upon completion of this workshop, each participant will be able to apply advanced strategies for maximizing his/her effectiveness as a training officer.

This workshop, conducted in a "meeting format", is highly interactive and tailored to participant needs. Over 70% of the workshop involves experiential learning opportunities such as brainstorming, small group discussions, video scenarios, instrumentation, case studies, reviewing games, and self-assessments.

Topics include:

- Problems and Solutions Exchange
- Communication, Feedback, and Coaching
- Clarifying Expectations
- Building Sound Relationships
- Good Human Relations
- The Relationship Between Biases and Teaching
- Performance Evaluation Documentation
- Writing Performance Narratives
- Analyzing Your Teaching Style
- Remedial Training Strategies
- Completing Remedial Training Worksheets

About The Facilitator

LISA A. KONRATH, MAED
P.O. BOX 12502
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- EXPERIENCE:***
- President, Training Consultant, 1989 - Present
Lisa Konrath, Inc.
 - Associate, Kaminsky and Associates, Inc. 1986 - Present
 - Employee Development Officer, 1989
Pima County Government
 - Assistant Director/Training Specialist 1988 - 1989
Institute of Police Training & Management
(IPTM), University of North Florida
 - Deputy Sheriff, Pima County 1978 - 1988
Planning & Research Officer
Training Staff Officer
School Resource Officer
Patrol Officer

BACKGROUND: Extensive training & experience in management/ supervisory training, criminal justice, instructor/ curriculum development, & FTO Program issues, as follows: internationally recognized consultant; author; certified instructor in numerous states & disciplines.

- EDUCATION:**
- MAEd. in Adult & Continuing Education January 1992
University of Phoenix, Phoenix
 - B.A. in Management October 1990
University of Phoenix, Tucson
 - Various instructor, liability, management, 1979 - 1989
investigative & law enforcement schools

- HONORS:**
- Outstanding Academic Achievement 1992
 - Outstanding Young Woman of America 1984
 - Columnist for national publication with 1500+ 1988 - 1990
agency subscribers

- AFFILIATIONS:**
- American Society for Law Enforcement Training (ASLET), past
Director, Corporate Secretary, & conference instructor
 - Nat'l. Association of Field Training Officers (NAFTO), past
President & conference instructor
 - Int'l. Police Association (IPA), past 2nd vice-president, Region 31

INTERESTS:- Travels include visits to all 50 states in the U.S., 3 Canadian provinces, 5 states in Mexico, 15 countries in Europe, South America, Australia, Pakistan, Jordan, Kuwait, Iraq, China, Indonesia, Singapore, Japan, Malaysia, Guyana, the Bahamas & Caribbean.

* See Employment Detail

LISA A. KONRATH, MAED
specializing in Training and Development

EMPLOYMENT DETAIL:

President, Training Consultant, Tucson, AZ 25 years
Analyze, design, develop, implement, & evaluate professional development programs. Plan projects, prepare proposals & budgets, negotiate contracts, research topics, identify subject-matter-experts, assign & monitor roles, facilitate, coordinate logistics, train, & review. Specializing in: management/supervision, communication, instructor/curriculum development, and criminal justice.

Associate, Boulder, CO 28 years
Analyze, design, develop, implement, & evaluate criminal justice training programs for agencies in over 45 states. Specializing in job task analyses, performance evaluation systems, liability, policies & procedures, management, communication, motivation, employee selection, training, correcting performance deficiencies, & termination.

Employee Development Officer, Tucson, AZ 1 year
County Training Director, with staff, responsible for professional development of 5500 employees. Conducted needs analyses, designed objectives, & developed curriculum for the management development program for 800 supervisors.

Assistant Director/Training Specialist, Jacksonville, FL 1 year
Same as Associate with Kaminsky & Associates, Inc. except additional responsibilities of extensive travel, adjunct faculty coordination & supervision for international organization which trained 9500 police officers per year.

Deputy Sheriff, Tucson, AZ 10 years

<u>Planning & Research Officer</u>	1987 - 1988
Researched, developed, recommended, implemented, administered, and evaluated staff studies/proposals, policies/procedures.	
<u>Training Staff Officer</u>	1984 - 1987
Analyzed, designed, developed, implemented, & evaluated programs for 750 member department & the State of Arizona.	
<u>School Resource Officer</u>	1981 - 1984
Investigated juvenile cases. Developed & implemented prevention programs for 13 schools & the State of Arizona.	
<u>Patrol Officer</u>	1978 - 1981
Provided law enforcement services for rural & urban locations in 9200 square mile county.	

PARTIAL CLIENT LIST:

Previous training recipients include members of over 50 countries (some through work with the United Nations), 8 United States federal government agencies, government entities in 50 states in the U.S., the American Society for Law Enforcement Training (ASLET), and 4 universities. A list of specific clients, dates, and topics is available upon request.