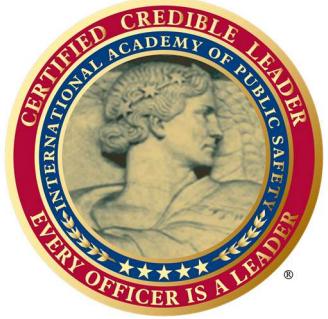


# Terry D. Anderson, PhD

## *President and Chief Leadership Officer*



Dr. Anderson is the Chief Leadership Officer at the International Academy of Public Safety, President of Anderson Corporate & Executive Coaching, Inc., and Faculty at the National Staff and Command College. He leads a cadre of senior level consultants and coaches who can certify officers in Credible Leadership. He provides executive level strategic consulting and coaching services for business and police executives. He has also served as a researcher and professor of leadership, problem solving, coaching and mentoring in Criminal Justice university programs for over four decades.

## Certifications

### **Certified Executive Coach**

by the Worldwide Association of Business Coaches

### **Certified in Strategic Management**

by the Haines Centre for Strategic Management in San Diego

### **Certified to Facilitate the Executive Team Building Workshop (TBW)**

by the California Peace Officers Standards and Training (POST)

### **Certified as a Lean Six Sigma Green Belt**

by the Cooper Management Institute

## Professional Competencies

- ⦿ Executive Coaching
- ⦿ Executive Team Development
- ⦿ Strategic Planning and Implementation Coaching
- ⦿ Continuous Improvement Team Development for Culture Transformation and Performance Optimization
- ⦿ Culture Building and Change Management
- ⦿ Coach and Mentor Training Programs
- ⦿ Employee Engagement and Performance Management
- ⦿ Leadership Development Coaching and Training
- ⦿ Organization Development and Transformation
- ⦿ Speaking and Conference Presentations
- ⦿ Leadership Skills Coaching and Training
- ⦿ Project Management and Quality Improvement
- ⦿ Curriculum and Program Design
- ⦿ Business Development and Optimization

## Coaching and Consulting Options

### *Coaching Options*

*Executive and Leadership*

*Career and Life Plan Coaching*

*Promotional Interview Preparation*

*Wellness and Resilience*

### *Consulting Options*

*Executive Team Building Workshop*

*Strategic Planning*

*Culture Building*

*Change Management & Continuous Improvement*

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# Consulting, Coaching and Training: Major Projects

**2022: Team Building Workshop:** Pismo Beach Police Department: Facilitated the POST Team Building Workshop

**2020: Advisor to the Board of Directors:** [www.Epiphanys360.io](http://www.Epiphanys360.io), a Mental Health and Wellness Optimization company.

**2019: Canadian Police Knowledge Network:** Worked in collaboration with the RCMP and CPKN to develop and publish a nationally released program titled: [The Canadian Police Credible Leadership Series](#)

**2019: Department of Justice – Every Officer is a Leader Training Program Design:** Working with the International Association of Directors of Law Enforcement Standards and Training to develop a program for the US DOJ that will equip officers with the skills in our *Every Officer is a Leader* book.

**2018: El Centro Police Department: Facilitated the Executive Team Building Workshop** and conducted a workforce study to assess the capacity of the cadre of officers to respond to the level of crime in the city.

**2017: California State University, Fullerton Police Department:** Facilitated the Executive Team Building Workshop through the California Commission on Peace Officer Standards and Training (POST).

**2017: Jefferson Parish Sheriff's Office:** Certification Training for the Command Staff at this Sheriff's Office. Now, they can certify their own staff in Credible Leadership.

**2014: Los Angeles Police Department:** Designed and piloted the online *Credible Leadership Course* available through [www.CommandCollege.org](http://www.CommandCollege.org) based on the book I co-authored, *Every Officer Is A Leader*. This online leadership system is competency based, available to all officers and employees and was launched globally in Jan. 2018 ([www.CommandCollege.org/eoil/](http://www.CommandCollege.org/eoil/)).

**2014: Tulare County Sheriffs:** Facilitated the Executive Team Building Workshop through California Commission on Peace Officer Standards and Training.

**2013: Los Angeles County Sheriff's Department:** Consulting in the design and facilitation of their 2013 Executive Summit for the top 110 Executives and helped executives to facilitate the design of their 2013 Strategic Plan.

**2011-2012: West Vancouver Police:** Strategic Plan Implementation and development of the implementation team for the 2011 execution of the strategic plan. Also conducted executive team development and performance management consulting.

**2008: British Columbia Conservation Officers:** Consultant and Facilitator for the installation of a Continuous Improvement Team.

**2007: Sheridan, Wyoming Police Department:** Conducted strategic planning and facilitated a continuous improvement team to launch the implementation of the new strategic plan. Provided

executive coaching to the Chief.

**2007: Canada Border Services Agency:** Facilitated the launch of the Continuous Improvement Team to enhance the effectiveness of the transitions that are occurring within the agency, including coaching the senior executive.

**2006: California Commission on Peace Officer Standards and Training:** Consulted to re-design supervisory leadership development programs to include a video training curriculum.

**2006: 20-20 Marketing, Inc.:** Consulting with the management to provide strategic planning, life planning, and succession planning strategies for the family business.

**2003-2007: Folsom Police Department:** Facilitated the Executive Team Building Program with the Management Team and launched a Continuous Improvement Team.

**2000-2007: Richmond Detachment of the RCMP:** Facilitated the design of their strategic plans and launched a Continuous Improvement Team.

**2000: Surrey Detachment of the RCMP:** Development of a Continuous Improvement Team for Canada's largest detachment. This contract included executive coaching of the Chief Superintendent.

**2000-2001: Vancouver Police Department:** Researched leadership competencies and developed a Continuous Improvement Team with this 1600 employee department.

**1999: San Diego Police Department.** Researching Leadership Competencies and made recommendations for the custom design of their own Leadership Development Program.

**1995-2000: New Westminster Police Service:** Strategic planning and implementation, organization and leadership team development. This included executive coaching of the Chief of Police for five years.

**1993-1999: Abbotsford Police Department:** Strategic Planning and implementation, organization and Leadership Team Development, including executive coaching for the Chief of for six years, Abbotsford, B.C. Canada.

**1984: Correctional Service of Canada: Education, Training, and Development, Pacific Region.** Curriculum Development Coordinator for The Skills of Living Program, A Life Skills Coaching Training Project for the personal development of Federal offenders and those who train them.

**1983: Staff Training and Development, Correctional Service of Canada, Ottawa:** Curriculum Developer and Trainer of Trainers to increase Correctional Officer Effectiveness.

## ***Major Accomplishments***

**Coached and consulted with senior executives in the justice and public safety sectors** to evaluate current levels of leader, team and corporate functioning, plan for improved executive, team, and organizational performance, and evaluate progress toward strategic performance, wellness and morale targets. These coaching and consulting interventions have resulted in significant strategic, financial and organizational climate gains as indicated by successfully achieved strategic plans, and strong letters of recommendation from the leaders of the various organizations served. Major organizations served: Los Angeles Police Department, Los Angeles County Sheriff's Department, El Centro Police Department, Jefferson Parish Sheriff's Office, San Diego Police, Folsom Police, Sheridan Wyoming Police, the Royal Canadian Mounted Police, Vancouver Police, West Vancouver Police, Abbotsford Police, New Westminster Police, The Correctional Service of Canada, British Columbia Sheriffs, and California POST. Speaking engagements have included the British Columbia Association of Chiefs of Police, BC Sheriffs and Courts, the Canadian Association of Police Chiefs, the California Police Chiefs and Managers Conference, California Command College.

**Coached and consulted with senior executives in business and industry** to provide executive coaching, strategic planning and implementation coaching, executive team development, coordinated organizational research and change projects, curriculum design, development and implementation of leadership development programs. Major clients such as General Telephone and Electric, The TORO Company, The Young Presidents Organization (YPO), and Irby Construction have benefited from Dr. Anderson's expertise.

**Served as Professor at the University of the Fraser Valley** from 1975-2013. Delivered academic and competency based instructional programs in communication, coaching, counseling and leadership to

over 8,000 general interest and criminology program students who have taken courses to complete the Criminology, Business, or Social Services Programs. Taught similar courses as an adjunct faculty member at California State University, Chico, The University of British Columbia, Trinity Western University, Royal Roads University, Simon Fraser University and the Justice Institute of British Columbia. Retired from University teaching in July 2013.

**Founded and was the President and CEO of a Publishing and Consulting Firm, Consulting Resource Group International, Inc. (CRG)** in 1979 that is currently flourishing with over 40 publications (personally authored or co-authored over 11 publications) in 13 languages and in nine countries. Also, CRG's partners have conducted consulting contracts with major clients in the corporate, government, healthcare and educational sectors. [www.CRGLeader.com](http://www.CRGLeader.com). Dr. Anderson sold all of his interest in this company in 2002.

**Trained Trainers** to deliver major portions of curricula in a custom-designed program for staff communication, counseling, life skills coaching, supervisory, leadership and management knowledge and skills for the Correctional Service of Canada.

**Designed curricula and delivered academic instruction** part-time for 10 years to over 400 students in the counseling and leadership courses at Trinity Western University, and Executive Coaching courses at Royal Roads University and at the University of British Columbia.

**Designed the *Credible Leadership Learning System*** in collaboration with Deputy Chief Mark Perez and his team at the Los Angeles Police Department. This online learning system for all leaders in justice in public safety sectors was launched for global access in January 2015 and will be available to any employee in the justice and public safety systems. This Learning System is based on the book I co-authored, titled, *Every Officer Is A Leader*.

# Education, Certifications, Presentations

## Education

**Ph.D. in Administration and Management:** *With Faculty at the University of Massachusetts School of Management, and School of Counseling and Consulting, through Columbia Pacific University, San Rafael, California, 1991.*

**M.A. in Education, with Specialization in College Teaching and Counseling, California State University, Chico, California, 1973.**

**B.A. in Psychology with English Minor, California State University, Chico, California, 1967.**

## Certifications

- ⦿ Certified by the California Peace Officer Standards and Training (POST) to deliver the Team Building Workshop.
- ⦿ Certificate of Mastery in Strategic Management (CSM) from the Haines Centre and the University of San Diego, 2009.
- ⦿ Certified Executive Coach (CEC) Designation, 2002. The Worldwide Association of Business Coaches.
- ⦿ Professional Teacher Certification (B.C. Ministry of Education) awarded upon completion of professional work done at the University of Victoria, 1971.
- ⦿ Post-Secondary Teaching Certificate, 1969. Department of Education, State of California.

## Presentations and Memberships

- ⦿ Society of Police Futures International, Member and Board Member, 2017-2019.
- ⦿ Presenter, Western Society of Criminology with Dr. Tim Croisdale. *Credible Leadership and Online Credible Leadership Courses for University Partnerships.* Honolulu, Hawaii, Feb. 2019.
- ⦿ Presenter at the Western Society of Criminology with Dr. Tim Croisdale, *Credible Leadership and the Future of Online Leadership Development.* Honolulu, Hawaii. 2019
- ⦿ Presenter, British Columbia Court and Sheriffs Association Conference. Vancouver, B.C.2018
- ⦿ Presenter, British Columbia Association of Chiefs of Police. *Optimizing Organizational and Executive Health.* Kelowna, B.C. 2012

- ⦿ Presenter, at the Western Criminology Association conference. *Coaching a Leadership and Learning Organization.* Honolulu, Hawaii. 2005.
- ⦿ Plenary Speaker for the Canadian Association of Chiefs of Police. *Coaching a Leadership and Learning Organization to Manage Change.*
- ⦿ Speaker at the CAMPUS 2003 University Administrator's Conference, at the University of B.C. *Coaching a Leadership and Learning Organization.*
- ⦿ Speaker, British Columbia Probation Officer's Association. *Coaching a Leadership and Learning Organization.* Chilliwack, B.C. 2003.
- ⦿ Plenary Speaker for the Royal Canadian Mounted Police's Annual Manager's Conference. *Coaching Organizational Intelligence for Leadership Performance Optimization.* Chilliwack, B.C., 2003.
- ⦿ Plenary Speaker with San Diego PD Deputy Chief John Welter, First Annual European Leadership Forum, National Police Training Centre, Bramshill, UK. *Presentation on co-authored book, Every Officer Is A Leader.* Warwick, UK, 2001.
- ⦿ Speaker, The California Commission on Police Officer Standards and Training annual Symposium, "Leadership 2000": *Presenting applications of the, Every Officer Is A Leader Model in Policing Organizations, to California Police Chiefs and Managers.* Burbank, California, 2000.
- ⦿ Facilitator, The California Commission on Police Officer Standards and Training Command College. Presented the, *Every Officer Is a Leader Model, to Police Chiefs, Assistant Chiefs and Police Managers.* San Marcos, California, 2000.
- ⦿ Presenter at the Canadian Association of Chiefs of Police Conference: presented on. *Why Police Leaders Must Build a Leadership and Learning Organization.* Banff Springs, Alberta, 1999.
- ⦿ Speaker, The Canadian Police College's Police Leadership Forum, Leadership 1998: *Report on Transforming Leadership Research and Practice.*
- ⦿ **International Network Director (1993) and Member, American Society for Training and Development.**
- ⦿ US Department of Justice Grant to Design the, *Every Officer is a Leader Training Program*  
<https://commandcollege.org/services/education-and-training/every-officer-is-a-leader-workshop/>