



APLI LEADERSHIP

About Us

Atlanta Police Leadership Institute (APLI) recognizes Public Safety Leaders as the foundation for the future, ensuring quality, trust, courage, and commitment. The APLI curriculum prepares future leaders for today, tomorrow, and forever.

Leadership Programming

APLI is a groundbreaking program established by the Atlanta Police Foundation. It is designed to help Public Safety Leaders reach their full potential and carve out a path to their career goals while embracing servant leadership in every role.

The five-tier APLI program is a comprehensive package that equips you with the hard skills, problem-solving techniques, and analytical thinking required for success in the complex environment of a major urban city. It's a one-stop solution for professional development and career advancement.





APLI VISION

APLI recognizes public safety leaders as the foundation for the future, which ensures quality, trust, courage, and commitment. We welcome the challenge of learning whatever is necessary to grow personally and professionally.

We strive to be a frontrunner in law enforcement by providing a tailored leadership curriculum to current and future supervisors. This program aims to demonstrate the Atlanta Police Department's core values through education and training. APLI enhances individuals' leadership development through a rigorous tiered curriculum that aims to raise transformational leaders and create a culture of excellence.

APLI endeavors to create a culture of excellence within the police department in which leaders and the organization succeed by setting and achieving strategic goals and maintaining professional standards.

APLI Guidebook



APLI Organizational Structure

Chief Darin Schierbaum



Deputy Chief J. Bruce



Director of APLI
Dr. Stephanie Thomas



Message from the Director

Dr. Stephanie Thomas has collaborated with the International Association of Chiefs of Police (IACP) to create a comprehensive and rigorous training program. This program emphasizes cultivating leaders who deeply understand the critical role of relationship dynamics and practical communication skills.

Dr. Thomas' approach centers on ongoing professional development, guided by the timeless proverb, "Seek first to understand, then to be understood."

Support and participation in this program are crucial for its success. The carefully crafted curriculum focuses on establishing an organizational culture that fosters meaningful connections and gaining insights into individual motivations through coaching.

Due to the heightened scrutiny of law enforcement actions today, cultural change has become an ever-evolving process that unfolds gradually over time.

Chief's Message



The Atlanta Police Leadership Institute (APLI) aims to build a leadership culture by providing the next level of structured and continuous executive - level leadership development surrounded by challenging circumstances.

Public Safety Professionals of the Atlanta Police Department recognize an opportunity to make impactful decisions, initiate change, and reinforce their commitment to the citizens, stakeholders, and visitors of Atlanta, Georgia.

APLI focuses on equipping leaders with essential tools to identify talent among our Public Safety Professionals, fostering a multiplier effect as more leaders emerge within the department. The program's popularity extends both internally and externally.

-Chief Darin Schierbum

ATLANTA POLICE FOUNDATION (APF)

To make Atlanta the safest large city in the nation. The Atlanta Police Foundation employs many 21st-century public safety initiatives to accomplish its mission. These initiatives include community programs designed to provide resources to underserved neighborhoods and training to cultivate a mindset of true servanthood among the Atlanta Police Department's sworn and professional personnel.



Atlanta Police Foundation Programs and Initiatives

- @ Promise Initiative
- Atlanta Police Leadership Institute (APLI)
- Repeat Offenders Commission
- Build the Force
- Mounted Patrol
- Connect Atlanta / Operation Shield
- Public Safety Training Center
- Crime Stoppers



Atlanta Police Leadership Institute (APLI)

The Atlanta Police Leadership Institute (APLI) aims to be a frontrunner in law enforcement by offering a customized leadership curriculum for current and aspiring supervisors. This program demonstrates the Atlanta Police Department's core values through education and training.

APLI enhances personal development through a rigorous tiered curriculum, fostering transformational leaders and cultivating a culture of excellence by setting and achieving strategic goals while maintaining professional standards. APLI contributes to the success of both leaders and the organization within the police department.

Each year, the APLI curriculum is tailored to align with the department's and the community's values. By setting the proper community engagement and accountability expectations, Atlanta police leadership has strategically positioned its leaders to have a transformative impact. This involves preparing them to make substantial and lasting contributions beyond their generation.



- Our focus is on creating an environment that enhances the cultural diversity in the community we serve.
- Empowering leaders with the skills to act justly, practice love and mercy, and walk humbly amongst the citizens in the community.
- Develop leadership skills and style as they progress through each step or "Tier" by offering cutting-edge leadership training.





Atlanta Police Leadership Institute

APLI has established a comprehensive professional leadership development career path for both sworn and professional staff.

Recruits

Year I - Introduction to leadership and organizational culture

Professional Staff

Year I - Organizational culture

Year II - First Line Leadership

Sgt. / Supervisors /Managers

- Year I - APLI Tier III
- Year II - Women in Leadership / FBI- LEEDA
- Year III - FBI-LEEDA / Northwestern University

Lt. / Captain / Directors

- Year I - APLI Tier IV
- Year II - Southern Police Institute
- Year III - National Academy / DC Academy

Tier II - SPO / Inv./Professional Staff

- Selected online courses
- First Line Leadership

** Mandatory to be eligible to take promotional exams*

Tier III - Sgt. / Supervisors/Managers

- Atlanta Police Leadership Institute (APLI)
- Women in Law Leadership
- Northwestern University

Tier IV - Lt. /Captains / Directors

- Atlanta Police Leadership (APLI)
- Southern Police Institute
- Domestic Exchange
- FBI - LEEDA

Tier V - Selected Executive Staff

- Atlanta Police Leadership Institute (APLI)
- International Exchange
- Sr. Management Institute for Police (SMIP)

APLI is dedicated to providing a holistic and forward-thinking approach to professional development for public safety employees. Our courses encompass essential topics, including leadership development, coaching methodologies, mental health awareness, and 21st-century policing principles. By leveraging cutting-edge practices and strategies, APLI aims to equip participants with the necessary skills and knowledge to excel in their roles, adapt to evolving challenges, and enhance public safety outcomes.

Tier I-II

- Self/organizational leadership, professionalism, ethics, and emotional awareness.
- Organizational structure
- Communication, community relations, cultural awareness, privacy and civil rights, criminal procedure
- Georgia legislation, Georgia's diverse communities, and leadership development.
- First Line Leadership

Tier III

- Peer Support Certification
- Explores behavioral science concepts and the different leadership theories.
- Leadership in Police Organization (LPO)
- Enhancing team cohesion
- Building trust
- Fostering relationships
- Enlarging connections
- Promoting inclusivity
- Leadership Resiliency
- Community Engagement

***Eligible to apply: Sergeants and Supervisors, Managers**

Eligibility to earn college credits

****Certification in Supervision ****

Tier IV

- Mentoring / Coaching
- Community Engagement
- Domestic Exchange Program
- Executive Police Organization
- Leadership Resiliency
- Advanced Peer Support Certification

***Eligible to apply: Lieutenants, Majors, Directors and Deputy Directors**

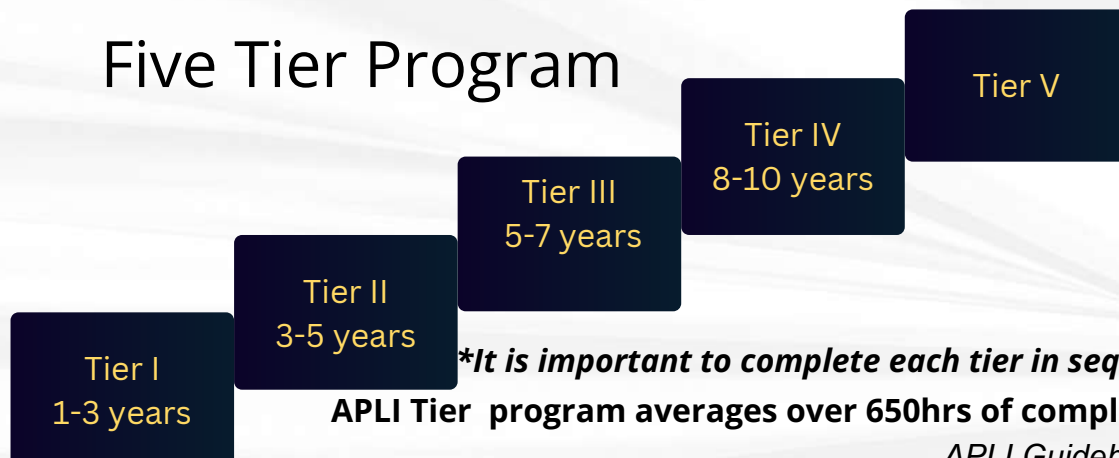
Eligibility to earn college credits

Certification in Management*

Tier V

- International Exchange Program
- Prepares those serving as professional staff managers, captains, corporate leaders, and majors for an executive leadership command position

Five Tier Program



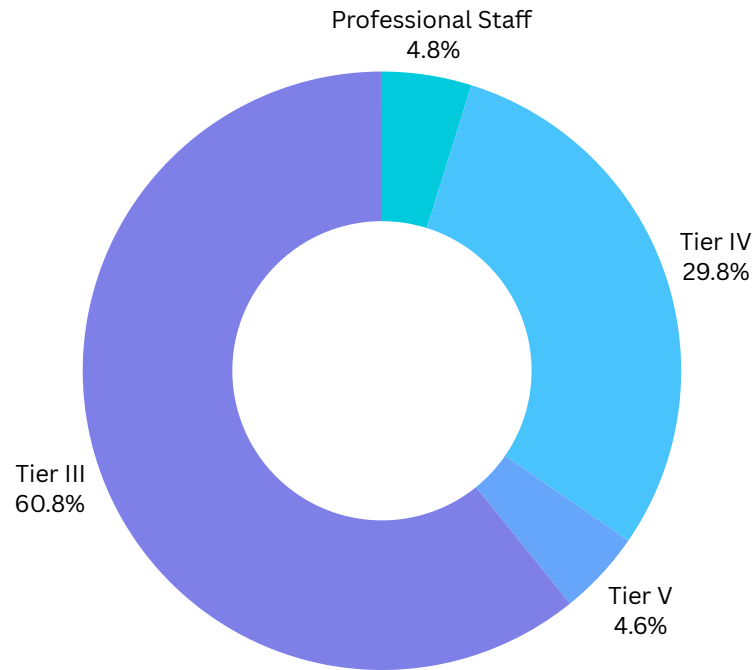
It is important to complete each tier in sequential manner

APLI Tier program averages over 650hrs of completion

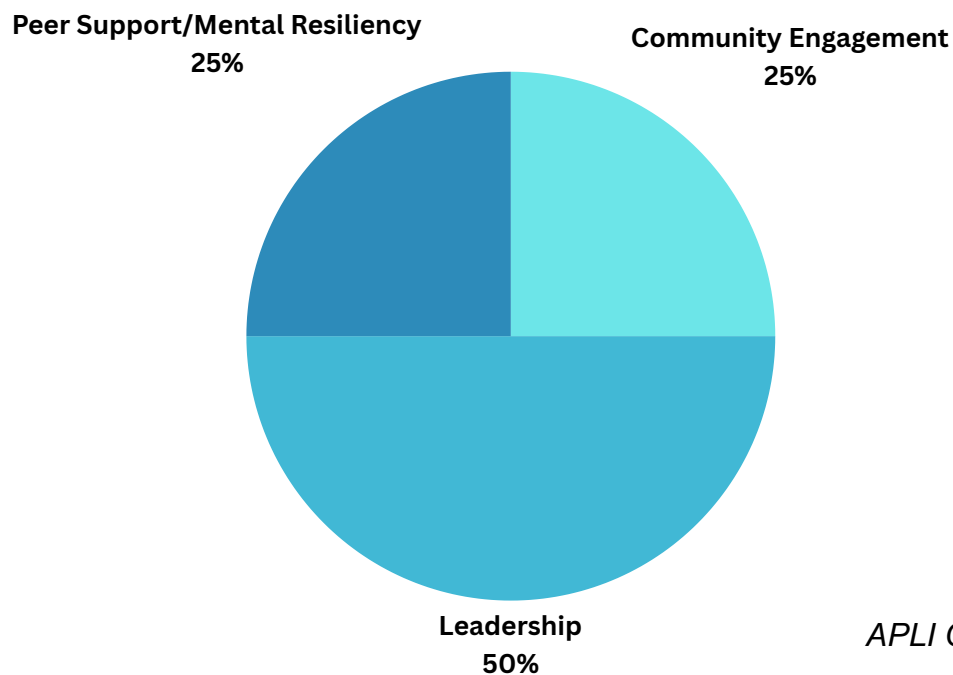
APLI Guidebook

Cultivating Change Through Leadership

The percentages of completion 2014 - 2023



Percentage of program hours: APLI program averages over 650hrs of completion



Cultivating Change Through Leadership

APLI provides specialized training and development courses that focus on leadership principles, strategic thinking, decision-making, problem-solving, effective communication, and team building. It also offers networking opportunities, access to mentors/coaches, and the chance to learn from experienced leaders in the field.

APLI's mission is to empower Public Safety Leaders with the knowledge, tools, and mindset necessary to not just excel in their roles, but to make a significant, positive impact within their organization and the communities they serve. This empowerment is the driving force behind our programs.

Tier I - Recruits / Professional Staff

Addresses community relations, Georgia legislation and leadership development. Understanding the gap between recruit and officer, the mental component and stressors of law enforcement. (8hrs)

Tier II - SPO /Investigators/ Professional Staff

Addresses communication, community relations cultural awareness, privacy and civil rights, criminal procedure, relevant Georgia legislation and leadership development. Understand human motivation and effective followership (56hrs)

Tier III - Sergeants / Supervisors / Managers

Explores behavioral science concepts and leadership theories among individuals, group and organizations as well as the leadership thought process.

Eligible of college credits (210hrs)

Tier IV -Lieutenants / Captains / Deputy Directors

Examines executive leadership and how to effectively apply proven concepts and principles to relationship with stakeholders inside the department, within the government, the court system, and the community.

Domestic exchange.

Eligible for college credits (220hrs)

Tier V - Selected Executive Staff

Involves an international exchange program, which prepares those serving as professional staff managers, captains, corporate leaders and majors for an executive leadership command position. (220hrs)

ATLANTA POLICE LEADERSHIP INSTITUTE



Transgenerational Leadership
Passing knowledge through generations, leaving a revolving legacy.



ATLANTA POLICE
LEADERSHIP INSTITUTE

For more information contact:

Dr. Stephanie Thomas - Director (sathomas@atlantaga.gov)

Michael A. Carter - Program Manager (macarter@atlantaga.gov)

Ebony Walton - Community Engagement Manager (emwalton@atlantaga.gov)

Lashanda Woods - Project Manager (lwoods@atlantaga.gov)

Created by: Ebony Walton

