



DEPARTMENT NOTICE

24-163

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Application for the SFPD Leadership Development Institute

The San Francisco Police Department is launching the seventh cohort of the Leadership Development Institute (LDI) in partnership with Blue Courage and the SF Police Officers' Association. This leadership training program is open to all members at every rank, including sworn personnel and professional staff.

The mission of LDI is to develop shared leadership through interdependence and teamwork. Through facilitated discussions, open and respectful dialogue, dynamic engagement, and shared experiences, LDI members will empower themselves and each other to lead effectively in all leadership settings. Each participant will have the opportunity to grow in this positive learning environment and gain the following:

- A clear sense of purpose and meaning for their lives
- A shared language of leadership that enhances awareness and accountability
- A sense of curiosity to disrupt mediocrity and challenge the status quo
- The capacity to be more resilient in times of stress and adversity
- A clear pathway to skills required to thrive in personal and professional relationships

LDI consists of 12 sessions, with one session each month, from 0900 to 1700 hours. Each session builds upon the previous unique topic and speaker from outside of the SFPD organization. Business casual attire is required. To earn the SFPD Recognition Award ([DGO 3.09](#)), attendance and meaningful participation in at least 10 sessions is required.

The department is making a significant investment of resources for each participant to attend the LDI program. Therefore, the LDI program requires your unwavering commitment to attend the monthly classes, as this attendance is crucial for your success and professional growth.

Cohort 7 Dates:

Wednesday, January 29, 2025
Wednesday, February 12, 2025
Wednesday, March 05, 2025
Wednesday, April 2, 2025
Wednesday, May 14, 2025
Wednesday, June 4, 2025

Wednesday, July 9, 2025
Wednesday, August 6, 2025
Wednesday, September 10, 2025
Wednesday, October 1, 2025
Wednesday, November 12, 2025
Wednesday, December 10, 2025

APPLICATION PROCESS

Step 1: Deadline

- **The application deadline is Saturday, November 16, 2024.**

Step 2: How to apply

- Submit your completed application (blank application attached) via email to [REDACTED], and CC your Commanding Officer and/or Manager. Please note that part of the application includes a minimum 300-word essay describing what you hope to gain from the LDI experience and how you plan to share your insights with others.
- Subject Line: Include your last name followed by "LDI Cohort 7 Application."

Note:

- Resumes are optional and may include work experience, education, POST course work, awards, special skills and references.
- Applicants who previously applied for this program and were not selected should reapply if they are still interested in attending LDI.

Step 3: Selection Process

- The selection process will consist of:
 1. A review of submitted applications and resumes (if included) to ensure all applicants meet the LDI Application requirements.
 2. Applicants who qualify will be invited to participate in an oral interview.

If you have any questions or require further assistance, please feel free to reach out via email at [REDACTED].

Applicant for the LDI program must be able to perform the essential job functions of either a sworn member or professional staff with or without reasonable accommodation. Members should contact the Department's Americans with Disabilities Act Coordinator, [REDACTED], at [REDACTED] [REDACTED] with any questions regarding reasonable accommodations.



WILLIAM SCOTT

Chief of Police

Per DN 23-152, all sworn & non-sworn Members shall electronically acknowledge this Department document in PowerDMS within (30) thirty calendar days of issuance. Members whose duties are relevant to this document shall be held responsible for compliance. Any questions regarding this policy should be sent to sfpd.writtendirectives@sfgov.org who will provide additional information.