

# NTOA COMMAND COLLEGE STUDENT PROFILE



## SENIOR SGT. TIM FITE HARRIS COUNTY (TX) SHERIFF'S OFFICE

Senior Sgt. Tim Fite began his career in criminal justice in 1989 with the Harris County (TX) Sheriff's Office. He has held numerous leadership roles within the agency, including the Emergency Response Team and patrol, and currently is assigned to the Special Weapons and Tactics Unit. Fite holds a bachelor's degree in criminal justice and numerous instructor certifications. He served more than 27 years in the U.S. Navy/Naval Reserve with multiple overseas deployments, and retired as commanding officer of a maritime expeditionary security detachment in 2013.

### **Q: HOW DO YOU ENVISION THE NTOA COMMAND COLLEGE BENEFITING YOU IN YOUR LEADERSHIP ROLE ON YOUR TEAM?**

**A:** The NTOA Command College has become a unique experience for me. This program has allowed me to meet great leaders in our LE subculture (SWAT) and gives all of us the opportunity to discuss what things are working for us and what needs a little improvement. The biggest takeaway is the comfort of knowing that nationally, we are all facing the same challenges, and that we are not in this alone.

### **Q: AS BOTH A LAW ENFORCEMENT AND MILITARY LEADER, YOU ARE CONSTANTLY CHALLENGED WITH LEADING PEOPLE. WHAT QUALITIES AND SKILLS DO YOU THINK ARE MOST IMPORTANT FOR TODAY'S LEADERS?**

**A:** Before picking up my commission, I had the honor of reaching the rank of chief petty officer. I've learned that many people outside of the Navy are not familiar with that rank or what it means to be accepted to hold that elite title, but it was my first real exposure to what "leadership" should be, and how many different techniques there are. Everyone has their own way of expressing themselves, but maintaining a culture of strong ethics, professionalism and cooperation builds a strong team, which leads to success.

### **Q: HOW HAVE THE LESSONS IN THE COMMAND COLLEGE IMPROVED YOUR INTERACTION WITH OTHER TACTICAL TEAMS AND LEADERS IN YOUR AREA?**

**A:** I am happy to say that within our area, we have already made strides in interacting with each other. As a charter member of the Maritime Tactical Operations Group (MTOG), units which are in proximity of the Houston Ship Channel are working together through training and exercises to mitigate potential threats to public safety in and around the Port of Houston. In 2014, leadership from some of the larger full- and part-time units began to meet and debrief some of the recent callouts, how those incidents could have been managed better, and receive constructive recommendations on other tactics. Both groups have built

strong partnerships — and even a few personal friendships — which have already paid dividends with joint training and seamless operational integration in large-scale and expanding incident response.

**Q: AS A SENIOR LEADER WITHIN YOUR ORGANIZATION, WHAT ROLE DO YOU FEEL YOU PLAY IN IDENTIFYING AND MENTORING THE NEXT GENERATION OF LEADERS?**

**A:** I have heard many times that experience is built from making decisions. While some decisions might be good or bad, we need to instill in our charges the latitude to evaluate a situation, weigh the options, understand the repercussions of their actions, and be willing to own the decisions they make with the best information and intention they have at the time. We as leaders need to support their decisions and ensure they know we trust them to always act morally, ethically and with the public's safety in mind.

**Q: AS PART OF THE COMMAND COLLEGE PROGRAM, YOU ARE ASKED TO SELECT A CAPSTONE RESEARCH PROJECT. WHAT TOPIC WILL YOU SELECT AND WHY?**

**A:** I have been thinking a lot about my Capstone Research Project. After touring a recently constructed international shipping company's new North American hub, and seeing how vast the interior of the facility was and recognizing how we have seen an increase in workplace violence, I have chosen to submit to the review board my project, "The Future of Unmanned Aerial Vehicles (UAV) in SWAT Operations." I believe UAVs will be the next "big thing" in law enforcement. Our team is in the process of receiving the required training and certifications, which will allow us to use our UAVs to survey the exteriors of structures, identify obstructions to our approach, and locate citizens or first responders that need to be extracted from the crisis point or, in some cases, rescued.



**SET YOURSELF APART FROM OTHERS IN THE PROMOTIONAL PROCESS BY ENROLLING TODAY!**

The NTOA Command College isn't just for aspiring leaders, it's also the perfect opportunity for experienced tactical team leaders and commanders to validate the leadership philosophies and tactical concepts that they may already know.

Through video lectures, quizzes, discussion forums and writing assignments, you'll be able to demonstrate your knowledge of tactical leadership skills. Seasoned leaders in this program often excel at the assigned tasks, as they have numerous experiences to draw from.

**FIND OUT TODAY IF THE NTOA COMMAND COLLEGE IS RIGHT FOR YOU!**

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