

NTOA COMMAND COLLEGE STUDENT PROFILE



SGT. TONY FERRO
GAINESVILLE (FL) PD

Sgt. Tony Ferro is an 11-year veteran of law enforcement and is currently assigned as a full-time assistant commander of the Gainesville (FL) Police Department's SWAT team. He also holds numerous instructor certifications and served four years on active duty with the United States Marine Corps.

Q: You currently hold the position of team commander with your agency's SWAT team. How do you envision the NTOA Command College benefiting you in that role?

A: I envision the NTOA Command College helping me learn how to become a better tactically, operationally and strategically sound SWAT commander. I plan to share what I learn with my SWAT team leaders and someday with the entire team. The ultimate goal is to take what I learn from the Command College and use it to make my SWAT team the best it can be.

Q: You have had an opportunity to serve in a number of assignments that involve training law enforcement officers. What qualities and skills do you think are most important for today's officers?

A: The most important qualities and skills officers should possess today are integrity, maturity, trustworthiness and good interpersonal skills.

Q: You have had an opportunity to serve in both the military and civilian law enforcement and work for a variety of leaders. What consistent traits do you see in good leaders?

A: I have had the honor of serving in the United States Marine Corps and currently serving my community as a sergeant with the Gainesville Police Department. I have had the opportunity to work for a variety of leaders. The most consistent traits I see in good leaders are humility, self-awareness and courage. To have the ability to say "I'm sorry" is humility, saying "I don't know" is self-awareness, and to say "I need help" is courage.

Q: As 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: Positivity, empathy and humility are a few qualities that I think are most important. A key skill is the ability to build relationships. I believe it's the responsibility of the leader to create a good, safe environment for their people and make them feel valued. When leaders get the environment right, followers will do remarkable things. To make this possible, leaders have to build relationships with their people by inspiring them to do things they never thought they could do. Leaders have to build trust in order to get cooperation.

Q: What feedback would you give other NTOA members who are considering enrolling in the Command College?

A: I highly recommend enrolling in the NTOA's Command College if you are looking to enhance your career in law enforcement. It is an outstanding opportunity for those who are looking to learn new skills like leadership principles and decision-making, just to name a few.

Q: In a strong multi-jurisdictional response system, you must constantly collaborate with your peers to accomplish your goals. What advice would you give aspiring leaders learning to operate in this environment?

A: Don't be closed minded. Have an open mindset to new ideas from other agencies. The way your team does things isn't always the best way. Take the opportunity to learn how other teams operate. If there is a better, safer way of doing things, be open minded about it. Don't let personal egos or pride stand in the way of your team creating positive change.



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.

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