

NTOA COMMAND COLLEGE STUDENT PROFILE



LT. OSWALD FIGUEROA
INGLEWOOD (CA) POLICE DEPARTMENT

Lt. Oswald Figueroa is an 18-year veteran of the Inglewood (CA) PD. He has served as a senior lead officer, field training officer, gang intelligence officer, patrol sergeant and internal affairs sergeant. He currently serves as a watch commander, an FTO coordinator and a bike team lieutenant. Lt. Figueroa holds a Bachelor of Science degree in criminal justice and will be receiving his master's degree in the same field of study in January 2024. He currently is completing the NTOA Command College.

Q: As a senior leader within your organization, what role do you play in identifying and mentoring the next generation of leaders?

A: Effective leadership ensures the organization's growth and individual professional growth and advancement while ensuring public trust and safety. To guarantee the same for next-generation leaders, my role as a senior leader is to recognize and nurture potential leaders. This means having a keen eye for what it takes to be a successful law enforcement leader, including the agency's expectations and challenges. This puts the department in a position to choose the right individuals to ensure that the successful chain of command stays strong. As senior leaders, we also have to give potential leaders opportunities to learn and grow by helping them recognize their weaknesses and how they can improve and build on their strengths.

Once potential leaders have been identified, I can help mentor and coach them, providing guidance and support as they develop their skills and take on new responsibilities. This can involve sharing my own experiences, providing feedback on performance, and helping them navigate the complexities of the organization.

Q: How do you envision the NTOA Command College benefiting you in your leadership role on your team?

A: First of all, the NTOA has provided me with leadership training tailored to equip me with the necessary skills, including communication and conflict resolution, to help me effectively manage teams in any situation. After completing this program, I believe I will be better equipped to lead and make better-informed decisions during critical incidents. NTOA also provided a crucial opportunity to interact with other global tactical leaders, allowing me to draw from their experiences. This has helped give me a national perspective, which in turn enables me to establish best practices.

Q: As a watch commander, you are constantly challenged with leading people. What qualities and skills are most important for today's leaders?

A: Today's world is constantly changing and has a complex environment. This requires not only strong leadership but also adaptive and diverse leadership to ensure success. Therefore, one important quality today's leaders must possess is adaptability. Every leader should be quick to adapt to new situations. They must be creative thinkers, recognize new opportunities, and pivot when necessary to stay relevant and successful. Moreover, to build strong relationships, ensure effective communication, and ensure that decisions are grounded in empathy and understanding, a leader today should be emotionally intelligent. Finally, a strong work ethic is crucial as it demonstrates dedication and builds a culture of excellence.

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

A: I highly recommend NTOA Command College because it is an excellent program that provides participants with the necessary skills and knowledge to become successful leaders in their respective agencies. Unlike other regular law enforcement training, this program provides an invaluable opportunity to extensively learn about leadership from experienced instructors with unmatched knowledge in various law enforcement concepts. This program offers practical knowledge that members can use as their roadmap to career advancement in any facet of law enforcement. The college curriculum is the most relevant and up-to-date program available to all agencies. It ensures enrolled NTOA members learn the latest practices and techniques.

Q: You have had an opportunity to serve as a leader and work for a variety of leaders. What consistent traits do you see in good leaders?

A: Throughout my career, I have interacted with many exceptional leaders. I have come to recognize that those who brought a positive and unforgettable change in society and their teams possess certain consistent traits that set them apart from others. All were people with integrity. They are astoundingly honest, trustworthy, and transparent in their actions, which are crucial in any law enforcement agency to ensure trust between the community and law enforcement. Good leaders maintain a level of adaptability and accountability. They are decisive, excellent communicators, humble, and willing to learn. Moreover, while pushing for performance, these leaders remain relatable and humane. These leaders were empathetic and understood and looked after their team members. Overall, good leaders possess a combination of these traits and can apply them in a variety of situations to inspire and lead their teams to success.



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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