

NTOA COMMAND COLLEGE STUDENT PROFILE



LT. ANDREW SMITH
BOUNTIFUL POLICE DEPARTMENT

Lt. Andrew Smith began his law enforcement career with the Utah Highway Patrol in 2008. In 2011, he began working for the West Bountiful Police Department. He joined the South Davis Metropolitan SWAT team in 2012 and eventually moved to the Bountiful City Police Department in 2013, where he worked his way through various assignments and promotions, rising to the rank of lieutenant and commander of the South Davis Metropolitan SWAT team. Smith has been honored to receive numerous unit citations as a member of the police department and SWAT team, including for his involvement in two hostage rescue operations, and two Bountiful City Police Department Chief Stars. He holds a Bachelor of Arts degree in Criminal Justice Administration.

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

A: I have been on the team for 12 years and was recently assigned as the team commander. When I started the NTOA Command College two years ago, I wasn't sure what to expect from the program. It wasn't until I became the team commander that I realized everything I had learned thus far in the Command College had prepared me for this position, from learning about training and risk mitigation to understanding and making quick decisions, communicating effectively, the importance of appropriate documentation in training and operational after-action reports, conflict resolution, etc. The list could go on and on.

As I am completing Module II and moving into Module III, I envision the NTOA Command College increasing the momentum of our team and our department. Along with teaching tactics, decision-making, marksmanship, etc., our team has a focus on developing leaders, and I have no doubt the Command College has assisted in this and will continue to assist our team and department.

Q: As a law enforcement professional, you are constantly challenged with leading people. What qualities and skills do you think are most important for today's leaders?

A: Throughout my career, I have been fortunate to work with and interact with many fantastic leaders, and some who considered themselves to be leaders but were merely managers. I believe there are several qualities or skills that are important for leaders to have.

I believe what sets true leaders apart from others comes from their foundation of core beliefs, and consistency in being humble, possessing integrity, and being transparent in their actions and decisions; they're adaptable, and hold themselves accountable to those within and outside the organization. Leaders should communicate effectively, treat everyone with dignity and respect, listen to others, and be in a continual state of learning, mentoring and developing. As a leader, you must work for your people, care about them and their families, and take care of them.

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: Effective and collaborative leadership increases the momentum and growth of individuals, the organization, and the relationship with those we have sworn to serve and protect. Identifying and mentoring the next generation of leaders has recently been at the forefront of our team's leadership. One of our core responsibilities and goals as team leadership is to develop our people into leaders and prepare them to take over our roles and bring our team and organizations to levels we can only imagine.

We have come to face the harsh reality that we won't be able to do this forever, and because of this, we must impart decades of knowledge and experience to our future leaders. This might be one of the most vital roles I have, and our team leadership has.

Q: What feedback would you give other chiefs who may be considering the Command College program for either themselves or members of their leadership team?

A: Without a question, do it! I have been through several leadership trainings that lacked instruction on true growth and development or that encompass almost every aspect of law enforcement leadership from communication, command, decision-making, risk mitigation, mentoring and development of others. This program is challenging, thought-provoking, and really requires you to look within yourself and your organization to find ways to improve.

I promise you it will be worth the money to invest in yourself or members of your organization from top to bottom.

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

A: It is important that you check your ego, be humble, be open-minded and realize it is not about you. This is hard for people (including myself) to do, but if you're able to take a step back and remove the emotion from it you will be able to work closer and collaborate more effectively with peers to accomplish your goals.



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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