



FIELD SCOUTING ACADEMY

THE RIGHT PERSON IS ALREADY SHOWING YOU.

Your next high performer may already be on your team. Field Scouting Academy equips emergency-services leaders to recognize behavioral evidence of high-performance potential—before others do. Send them to learn how to watch, wait, engage, and evaluate like a pro.

★ THE PROOF ★

TALENT ARCHITECTURE CREATES REAL IMPACT

Agencies using Talent Architecture see measurable results:

\$3.2 MILLION

Estimated avg. annual impact per agency

47.6%

Growth in employee performance attributed to Leading High Performance Teams

WHAT DOES MY AGENCY GET OUT OF THIS?



WATCH

Learn to spot real performance in everyday moments.



WAIT

Look for consistent behavior patterns—not a single moment.



ENGAGE

Start the right conversations when the evidence shows potential.



DOCUMENT & EVALUATE

Use objective, behavior-based operations to build a talent pipeline.

TALENT ARCHITECTURE PATHWAY



FIELD SCOUTING



INTERVIEW THE 4%



DNA ONBOARDING



NEURO-TALENTED



RETAIN

Field Scouting fuels a sustainable cycle of building, growing, and keeping top talent.

PRACTICAL DETAILS



DATES

November 16-18, 2026
Day 1 & 2: 8:00 AM–4:30 PM
Evening Field Observation:
6:00–7:30 PM*
Day 3: 8:30 AM – 11:00 AM
*This time is flexible and may be completed at a participant-selected time during the evening.



TOTAL HOURS

22.5 Total Hours
16.5 Facilitated Instruction
6 Hours Documented Field Practicum



LOCATION

Fraternal Order of Police St. Joseph Lodge #96
2665 Niles Rd, St Joseph, MI 49085



INVESTMENT

\$695.00 per participant
Accommodations and Meals not included.



CE APPROVAL: This course has been approved as an SNC course: PFC2026-6828. Final approval is pending for MCOLES and SMOKE.



REGISTER NOW

Space is limited.
Reserve your seat today!



SCAN QR TO REGISTER

CONTACT



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