



Cristando House, Inc.

Criminal Justice Consultants - Est. 1980

40 Year Anniversary

May, 1980- May, 2020

Cristando House, Inc. is proud to have served the law enforcement and criminal justice community for the last 40 years. A brief look at our journey is below.

1980-1990

- Focused on sergeants as the most critical rank in determining the motivation, productivity and engagement of officers
- Developed the POST Air Crash Disaster simulation training, based on the PSA flight 182 crash in San Diego, this course was delivered in nearly every major city in California
- Began assisting newly appointed chiefs and newly elected sheriff's with transition planning and change management
- Conducted numerous sexual harassment, hostile work environment and malfeasance investigations in police agencies
- Extended services to Oregon and Missouri

1990-2000

- Enhanced supervision and accountability of sergeants and lieutenants in departments of all sizes; from large organizations with nearly 10,000 sworn to small agencies with 12 sworn
- Expanded strategic planning and team building with law enforcement executive and management teams (to date, the firm has facilitated over 110 CA POST team building workshops)
- Transitioned dozens of police and sheriff's departments from traditional policing to community policing
- Extended services to Nevada

2000-2010

- Researched and documented emerging best practices in police management for inclusion in executive training. This original research led to significant change and improvement in dozens of municipal police departments.
- In response to the Great Recession, integrated operational efficiency into police executive and management training
- Extended services to New Jersey

2010-2020

- In response to Realignment and AB 109, expanded technical and tactical training for probation departments and corrections
- Began to partner with California probation departments on various leadership development projects (STC Supervisory Core and stand alone leadership academies)
- Integrated the Six Pillars of 21st Century Policing into executive and management training
- Focused on changing police culture to respond to societal change, the changing workforce and public and media scrutiny
- Recognizing the increasingly important role civilians are playing in many law enforcement organizations, developed a Civilian Police Leadership course which has been presented to personnel throughout the Western United States
- Extended services to Arizona and Colorado

www.cristandohouse.com