

## Instructional Bio

Lt. Sean M. Carroll, MS, CSM (PPD, Ret.)

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### Full Instructor Bio (for INCI detail page)

Sean Carroll is the founder of A.I.O. Leadership, LLC, and a nationally recognized law enforcement leadership instructor specializing in first-line supervisor development, command-level decision-making, and organizational leadership. A Marine Corps veteran, retired police lieutenant with 23 years on the job, senior federal executive, and published author, he brings more than 33 years of combined operational and instructional experience to every program he delivers. Everything he teaches comes from real leadership — not theory.

Sean created the flagship leadership course “Meeting Today’s Challenges for Supervisors in Law Enforcement” for the FBI National Academy Associates, delivering it to law enforcement leaders from agencies of all sizes across the country. The FBINAA selected it as the inaugural course in its Leadership Certification Program and called it the “new gold standard in leadership development.” He designed the full curriculum from the ground up — lesson plans, scenario-based exercises, case study analyses, and assessment instruments — and has delivered multi-day programs to audiences ranging from newly promoted sergeants to senior command staff.

His teaching is rooted in adult learning principles and built on experiential, case-based instruction drawn from real operations. His courses use law enforcement case studies, body camera analysis, scenario-driven exercises, structured reflection, and self-assessment tools to move participants past passive learning into genuine skill development. His proprietary “11 Fatal Flaws of Leadership” framework gives supervisors a diagnostic tool to identify and correct the specific leadership failure patterns that damage agencies, end careers, and cost lives. His interactive decision-making format puts learners in realistic command scenarios where they have to think critically under pressure — because that’s the job.

Sean spent 23 years with the Providence Police Department, Rhode Island’s capital city agency, rising to Lieutenant and Commanding Officer over more than 440 sworn officers and 100 civilian staff. He directed critical incident responses including mass casualty events and trained officers and supervisors for over 20 years as a department-level instructor. He started his career as a United States Marine, graduating as Company Honor Graduate from Parris Island and completing Officer Candidate School at Quantico. He currently serves as a senior federal executive with FEMA, Department of Homeland Security, leading disaster recovery operations in the U.S. Virgin Islands.

He holds a Master of Science in Criminal Justice from Boston University and a Bachelor of Science in Criminal Justice from Roger Williams University, where he serves as an adjunct professor. His current courses include the First Line Supervisor Success Course (FLSSC) in 40-hour and 24-hour formats, and the Command-Level Leadership Masterclass for experienced leaders. He is the author of *A.I.O. Leadership for Law Enforcement: The Proven System That Forges Legendary Leaders Who Adapt, Improvise, and Overcome*.

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### Short-Form Grid Blurb (for INCI listing page, if needed)

Sean is a retired police lieutenant (23 years, Providence PD), Marine Corps veteran, and senior federal executive with FEMA. He created the FBINAA’s flagship leadership course, recognized as the “new gold standard in leadership development.” He specializes in first-line supervisor development, command-level decision-making, and organizational leadership through his proprietary “11 Fatal Flaws of Leadership” framework. His current offerings include the First Line Supervisor

Success Course (FLSSC) and the Command-Level Leadership Masterclass. He is also an adjunct professor at Roger Williams University and the author of *A.I.O. Leadership for Law Enforcement*.

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