



Pfeiffer Partner Program

Michael G. Yoell

Vantage is a leadership solutions partnership with a vision of providing viable strategies to public safety organizations. Vantage is dedicated to enhancing leadership, accountability and synergy to public safety organizations with a focus on risk management and long-term employee retainment.

From 1982 through 2009, I was a member of the Oakland Police Department, promoting to the rank of lieutenant in 1998. I retired as the Patrol Division Watch Commander; however, during my career I was assigned to the Criminal Investigations Division, the Special Investigations Section, Vice/Narcotics, the Alameda County Narcotics Task Force, the Special Operations Section, the Internal Affairs Division and as a Federal Special Marshall while conducting two large scale narcotics trafficking investigations as part of an FBI/DEA Task Force. I received numerous awards and commendations and was selected as the Officer of the year in 1995 by my peers. In December of 2009, I contracted with the Oakland Police Department as a civilian internal affairs investigator.

The Vantage partnership was solidified though over thirty years of combined leadership education and training. Along with David Johnson, a recognized leader in leadership innovation and training, I have worked for over ten years as a facilitator with the Sherman Block Supervisory Leadership Institute (SBSLI), a subsidiary of California's Police Officer Standards and Training (POST). Through this program, law enforcement sergeants and supervisors experience an eight month, 192 hour course, set in a Socratic forum and dedicated to timeless and universal leadership concepts.

Dave and I developed the Oakland Police Leadership training course in 1997, in which sworn and civilian employees attended a three month, 72 hour course, similar to the SBSLI, but with a curriculum dedicated to addressing leadership within the organizations entire structure. As well, Dave and I facilitated a long-term focus group of sworn and civilian employees of the Oakland Police Department to address perceived trust and communication issues relevant to the organization. The group's efforts resulted in the addition of a Trust and Communication addendum to the Departments current Strategic Plan. The focus group also successfully tackled a difficult revision of the Departments Performance Evaluation document, which led to a more meaningful and valuable evaluation tool.

Recent Assignments

Oakland Police Department, Internal Affairs Investigator
Oakland Police Department Leadership Course, Facilitator
POST Sherman Block Supervisory Leadership Institute, Facilitator
Oakland Police Department, Lieutenant of Police

Education and Professional Affiliations

The Leadership Challenge Facilitation Course, Sonoma CA. 2008
Bachelor of Art, Management, Saint Mary's College, Moraga CA. 2002
Command Management Course, San Juan Capistrano CA. 2001
Sherman Block Supervisory Leadership Institute, Sacramento CA. 1998

Contact Information

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