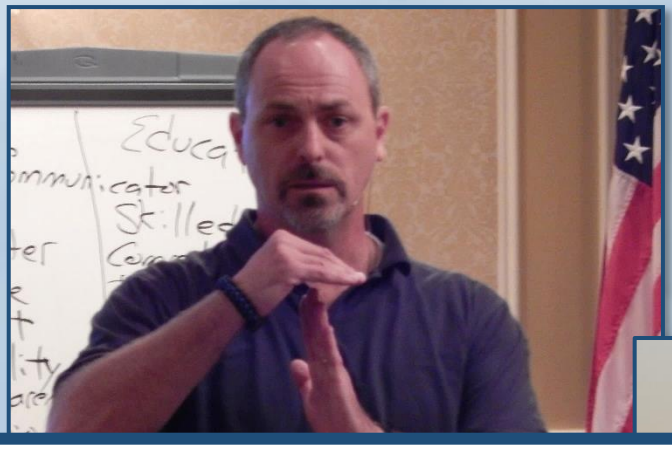
POLICE DYNAMICS™



Training Proposal 2019

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Overview

The Police Dynamics Institute, Inc. (PDI) has provided character-based law enforcement training on an international basis for over 20 years. The president of PDI, Sheriff Ray Nash (ret), has an extensive background in law enforcement leadership, training and human resource development. With over 40 years of professional experience, Ray has personally presented **Police Dynamics™** training to over 15,000 law enforcement officials and government leaders both in the US and abroad.

The ***Police Dynamics*** program is a series of character-based principles, known as "*dynamics*," that are designed to empower law enforcement and public safety officials to be more effective in both their professional and personal lives. The dynamics are packaged in a fast-paced and exciting program that is entertaining, enlightening, and relevant to the challenges facing public safety today. The principles are universal in their application and can strengthen and stabilize relationships within the community, inside the organization, and even family. After implementing ***Police Dynamics***, agencies from around the world have reported an increase in morale, performance, and public support coupled with a decrease in crime, citizen complaints, and ethical failures.

In light of the recent challenges facing the law enforcement profession in the US, hosting a ***Police Dynamics*** training seminar is a proactive way to show that your agency promotes the highest standards of professional and personal conduct. The program will help cast a new vision for your organization that clearly defines the standards of acceptable conduct, gives officers direction in the performance of their duties, provides guidelines for the exercise of discretion, and furnishes a blueprint for the future.

Police Dynamics will help establish common ethical ground on which to build a top-notch law enforcement or public safety agency that serves as an example of personal character and professional integrity. Lasting solutions to organizational problems come when officers and employees internalize positive character traits. When high standards of good character are emphasized, required, and recognized, all staff members are encouraged to reach their full potential. As a building block of community trust, good character can help to reduce crime, improve safety, and restore peace even in the most troubled and dangerous neighborhoods. Strong community relationships are essential for reducing the fear, apathy, tolerance for crime, and mistrust of the police that allow criminals to flourish.

Benefits

Benefits of the ***Police Dynamics*** training program include:

- Identifying the root causes of many chronic problems
- Clarifying employee expectations
- Preventing hiring mistakes
- Reducing employee turnover
- Developing a moral compass for behavior
- Reducing dependence on policy
- Limiting liability
- Defining good behavior
- Providing a common vocabulary
- Instilling universally desired qualities
- Promoting good attitudes
- Fostering accountability
- Reducing stress on leadership
- Providing a basis for future leadership
- Defining and clarifying agency values
- Enhancing personal and professional relationships
- Evaluating performance based on good character
- Encouraging wise decisions
- Building a foundation for success
- Focusing on lifetime goals of significance
- Highlighting the value of each employee
- Influencing others for good
- Unifying team members
- Strengthening families
- Providing public recognition without favoritism
- Reducing silent approval of wrong behavior
- Cultivating public support
- Reducing waste
- Increasing productivity and effectiveness
- Developing trust-based citizen relationships
- Lowering workers' compensation costs
- Promoting peaceful communities
- Reaching the full potential of each officer
- Balancing personal and professional roles
- Providing a sense of purpose
- Serving the community with integrity
- Enhancing officer resiliency
- Reducing crime and reclaiming criminal strongholds

Police Dynamics: Principles of Centurion Leadership

This program consists of 10 dynamics presented over a 2-day course:

1. **Dynamic of Coactivity**: The Power of Relationships
2. **Dynamic of Virtue**: The Character Connection
3. **Dynamic of Authority**: The Centurion Principle
4. **Dynamic of Restoration**: The Way Back
5. **Dynamic of Strongholds**: Taking Back the Streets
6. **Dynamic of Relationships**: The Process of Trust
7. **Dynamic of Discretion**: The Just Exercise of Authority
8. **Dynamic of Compliance**: Tactical Communications
9. **Dynamic of Jurisdictions**: Making a Wise Appeal
10. **Dynamic of Expectations**: Taking Coactivity to the Streets

Police Dynamics: Core Training

This basic one-day program presents the essential principles of ***Police Dynamics***:

1. **Dynamic of Coactivity**: The Power of Relationships
2. **Dynamic of Virtue**: The Character Connection
3. **Dynamic of Authority**: The Centurion Principle
4. **Dynamic of Restoration**: The Way Back
5. **Dynamic of Strongholds**: Taking Back the Streets
6. **Dynamic of Relationships**: The Process of Trust

Police Dynamics: Tactical Series

The remaining four dynamics, plus Wellness, are presented in this one-day seminar. ***Police Dynamics: Core Training*** is a pre-requisite for this course:

1. **Dynamic of Discretion**: The Just Exercise of Authority
2. **Dynamic of Compliance**: Tactical Communications
3. **Dynamic of Jurisdictions**: Making a Wise Appeal
4. **Dynamic of Expectations**: Taking Coactivity to the Streets
5. **Dynamic of Wellness**: Building Resiliency

Police Dynamics: Leadership Series – three-day course

This premier course includes the entire content of ***Police Dynamics***, the ***Leadership Series***, and ***Practical Exercises*** designed to reinforce concepts:

1. **Dynamic of Coactivity**: The Power of Relationships
2. **Dynamic of Virtue**: The Character Connection
3. **Dynamic of Authority**: The Centurion Principle
4. **Dynamic of Restoration**: The Way Back
5. **Dynamic of Strongholds**: Taking Back the Streets
6. **Dynamic of Relationships**: The Process of Trust
7. **Dynamic of Discretion**: The Just Exercise of Authority
8. **Dynamic of Compliance**: Tactical Communications
9. **Dynamic of Jurisdictions**: Making a Wise Appeal
10. **E^5 Leadership**: Embracing the Standard
11. **Dynamic of SuperVision**: Synergizing Roles
12. **Dynamic of Change**: Mastering the Environment
13. **Dynamic of Discipline**: Enforcing the Standard
14. **Dynamic of Wellness**: Building Resiliency
15. **Practical Exercises**

Police Dynamics: Leadership Series – two-day course

For this course, select principles from ***Police Dynamics: Principles of Centurion Leadership*** are combined with four additional ***Centurion Leadership*** principles:

1. **Dynamic of Coactivity**: The Power of Relationships
2. **Dynamic of Virtue**: The Character Connection
3. **Dynamic of Authority**: The Centurion Principle
4. **Dynamic of Restoration**: The Way Back
5. **Dynamic of Compliance**: Tactical Communications
6. **Dynamic of Jurisdictions**: Making a Wise Appeal
7. **E^5 Leadershi**p: Embracing the Standard
8. **Dynamic of SuperVision**: Synergizing Roles
9. **Dynamic of Change**: Mastering the Environment
10. **Dynamic of Discipline**: Enforcing the Standard
11. **Practical Exercises** (time permitting)

Police Dynamics: Leadership Series – one-day course

For this course, select principles from ***Police Dynamics: Core Training*** are combined with four additional ***Centurion Leadership*** principles:

1. **Dynamic of Coactivity**: The Power of Relationships
2. **Dynamic of Virtue**: The Character Connection
3. **Dynamic of Authority**: The Centurion Principle
4. **Dynamic of Restoration**: The Way Back
5. **E^5 Leadership**: Embracing the Standard
6. **Dynamic of SuperVision**: Synergizing Roles
7. **Dynamic of Change**: Mastering the Environment
8. **Dynamic of Discipline**: Enforcing the Standard

Police Dynamics: Corrections Series

All ***Police Dynamics*** and ***Leadership Series*** programs apply equally to corrections and detention personnel. Often overlooked and under-appreciated, our corrections and detention officers have a particularly challenging, difficult, critical, and dangerous job. We have entrusted them with patrolling the worst neighborhood in the entire jurisdiction – the one behind the walls of a jail or prison. The principles are presented in a way that is applicable and transferable to meet the demands of the correctional environment.

NOTE:
All ***Police Dynamics*** training programs are entirely customizable and scalable for the specific client and audience. The principles are universal in their application and are entirely relevant to civilian employees, businesses, etc. Contact Sheriff Nash for information on customizing a program to meet your needs.

Dynamic of Coactivity: The Power of Relationships

Coactive policing is a philosophy, not a program. Crime is a community problem that demands a community solution. The power for effective change rests within the agency's relationship with the citizens it serves. In this session, officers learn how to tap into the power of community relationships and focus it on solving the underlying problems that manifest themselves in criminality.

Dynamic of Virtue: The Character Connection

Character is the seed that produces the fruit of high achievement. Most police training programs focus on competencies (behavior, performance, achievement), yet most of our problems stem from a lack of character. Establishing character-based standards is the first step to building trust in the community, encouraging high standards, strengthening internal relationships, and improving both morale and performance. Successful agencies have built a culture of character by gaining a new vocabulary, making the "character connection" by recognizing the qualities that produce achievement, and learning to anticipate the character test.

Dynamic of Authority: The Centurion Principle

This dynamic is the cornerstone of the ***Police Dynamics*** program. Faithfully representing authorities and remaining under their protection is key to avoiding negative consequences, infusing trust into relationships, affecting positive change inside and outside the walls of the agency, generating voluntary compliance with the law, overcoming resistance without force, and avoiding ethical failures. Officers have been delegated all of the lawful authority necessary to accomplish the police mission, yet they give it up on a routine basis and resort to ego-power. Virtually all instances of police misconduct can be traced back to a violation of this principle.

Dynamic of Restoration: The Way Back

Restoring renegade officers may be our greatest leadership challenge. Most officers agree that the majority of their work-related stress stems from unhealthy internal relationships. Unresolved conflicts can result in hurt, depression, anger, and jealousy that undermine internal discipline and agency effectiveness. The integration of specific character qualities is necessary to restore renegade officers and stabilize internal relationships.

Dynamic of Strongholds: Taking Back the Streets

Simply enforcing the law might solve ***a*** crime, but it does not solve the ***problem*** of crime. Criminals often rule the streets through fear and intimidation. Learn how to reclaim criminal strongholds by reducing the fear, apathy and tolerance for crime that enable them to exist.

Dynamic of Relationships: The Process of Trust

Building trust-based relationships takes time, effort and good character. But the process can be confusing and frustrating. This session gives officers a deeper understanding of the complex dynamics involved in building vital relationships within the community.

Dynamic of Discretion: The Just Exercise of Authority

One of the more powerful tools available to the executive branch is the discretionary use of authority. However, much of our discretion has been limited by legislation or judicial rulings because we have used it in an unjust manner. In this dynamic, we explore the judicious exercise of police authority and how to make discretionary decisions based on the principles of good character.

Dynamic of Compliance: Tactical Communications

In this dynamic, learn how to generate voluntary compliance through words. Physical force is often utilized prematurely resulting in liability, officer injury, disciplinary action, and other negative consequences. A professional standard of conduct exists to protect officers while overcoming the subject's natural inclinations to resist authority. By following this standard, you will become more effective in all three of the deadly arenas: the streets, the courts and the media.

Dynamic of Jurisdictions: Making a Wise Appeal

What if your authority is operating out from under authority? What if you are instructed to do something that clearly violates an established standard? How do you make an effective appeal and what are the proper grounds to do so? The answers will help us explore jurisdictional limitations on authority.

Dynamic of Expectations: Taking Coactivity to the Streets

Citizens are sometimes critical of the police even when you have done your job well. Often, they are evaluating you based on unrealistic expectations. Learn how to ground their expectations in reality. Then discover a strategy for building public support by methodically exceeding their expectations. This powerful dynamic applies coactive policing at the street level.

Dynamic of Wellness: Building Resiliency

This “bonus dynamic” focuses on the principles of emotional health and physical wellness. Both are critical to build the resiliency necessary to cope with the pressures placed on officers. Regretfully, these practices are often neglected and lead to a host of physical and emotional problems, including PTSD. Officers are presented with practical steps to implement a wellness lifestyle within the constraints of the job.

E5 Leadership: Embracing the Standard

The synergism attached to these five principles create a roadmap for character-based leadership and building a culture of character. Each one points back to the standards of the organization:

1. Establish the Standard
2. Embrace the Standard
3. Encourage the Standard
4. Embody the Standard
5. Enforce the Standard

Dynamic of Supervision: Synergizing Roles

Effective supervision and dynamic leadership are found in the integration of complex organizational and team-building roles. An understanding of these specific roles is essential to motivating others to the highest standards of morale and performance.

Dynamic of Change: Mastering the Environment

Leaders must be agents and instigators of change by masterfully manipulating the environment to create conditions that are conducive to change. The ability to inspire others is the key to moving an organization forward toward accomplishing its goals. Also included is the “Integrity Check” guide for ethical decision-making.

Dynamic of Discipline: Enforcing the Standard

Typically, bad behavior is punished without giving much thought to the underlying character failure that caused it. In its simplest terms, enforcing character is making the "character connection" in reverse. A character-based model of progressive discipline provides leaders with room to exercise discretionary authority without compromising internal order.

Practical Exercises

Students participate in a series of interactive exercises specifically designed to reinforce leadership perspectives and problem-solving capacities.

All-Inclusive – Direct Contract:
This fee includes all expenses (air travel, per diem, mileage, incidentals, etc.) **EXCEPT** lodging, local ground transportation, and *student materials, which remain the responsibility of client.

- 1-day seminar - $3500
- 2-day seminar - $5000
- 3-day seminar - $6500

*Student materials @ $10 per student

Expense-Based – Direct Contract:
Client is responsible for the following expenses which are itemized separately:

Consulting fee:

- 1-day seminar - $2000
- 2-day seminar - $3500
- 3-day seminar - $5000
- Each additional day of on-site consulting - $1500

Airfare and ground transportation costs
Lodging
Per diem @ GSA approved rates (including travel days)
Car rental expenses if needed
Incidentals
*Student materials @ $10 per student

Tuition-Based – Host Agency:
Client serves as host agency in exchange for five (5) free scholarships. Client agrees to aggressively promote the training to other law enforcement agencies in the area and assist PDI in promotion and recruitment. If a minimum of 25 paid participants is not reached within 30 days prior to the training date, the class will cancel. PDI covers all travel expenses and student materials.

Tuition per participant:

- 1-day seminar - $150
- 2-day seminar - $250
- 3-day seminar - $350

*Student materials include student workbook and handouts. For an additional $20, online access to the Professional Development Package ($47 value), which includes the 245-page ***Police Dynamics*** E-book, can be included as an option.

Client/Host Agency Responsibilities

The client or host-agency is responsible for providing the following:

- Training facility arranged classroom style (tables and chairs)
- A/V equipment including Powerpoint™ projector & computer
- Sound system w/ speakers
- Lapel mic (depending on acoustics of room)
- Flipchart or whiteboard
- On-site amenities such as coffee, water, snacks, etc.
- On-site support staff as needed

Over 15,000 law enforcement and government leaders from around the world have benefited from Police Dynamics training.

All training programs are scalable to large or small audiences.

President and Program Manager
Police Dynamics Institute, Inc.

Ministry of the Interior
Kabul Afghanistan

Ray Nash began his 40-year law enforcement career as a police dispatcher in 1978 while he was still in high school. After a time as a patrolman and street supervisor, he was appointed Police Chief in Irmo, South Carolina at the tender age of 23. Later, he served as a Training Specialist with the Institute of Police Technology and Management (I.P.T.M.) at the University of North Florida, then returned to his native state for his second tenure as a Police Chief, this time in Summerville, SC.

In 1997, Ray began the first of his three terms as the elected Sheriff in Dorchester County, SC. He retired in 2009 to pursue an overseas mission and, for over three years, supported the international police reform effort in Afghanistan serving as the Criminal Justice Advisor for the US Embassy in Kabul and Professional Development Director for the International Police Coordination Board.

Sheriff Nash has provided consulting services and leadership training to law enforcement agencies for over 30 years. In 1998, he founded the Police Dynamics Institute to provide character-based leadership training and technical services on an international basis. He has personally trained over 15,000 police officers, government officials, and business leaders from around the world in his character-based training program called ***Police Dynamics***.

Ray has visited Romania three times to present ***Police Dynamics*** to their National Police. He also traveled to Sierra Leone, Africa to train their national police and military leaders. Ray has trained Russian Police Commanders at the Moscow Police College (held in the US) and over 30 international police and governmental delegations when they visited the States for training.

Ray holds an A.S. in Criminal Justice, a B.S. in Education, Training and Development, and an M.S. in Criminal Justice Administration. He and his wife are the proud parents of three adult children who are pursuing careers in the medical field. His home of record is Charleston, SC.

Comprehensive Client List

1998

Int'l Conference for Mayors & Govt. Leaders	Indianapolis, IN
South Carolina Criminal Justice Academy	Columbia, SC
National Sheriff's Association Annual Conference	Phoenix, AR
Lifebuilders Conference	Columbia, SC
Heritage Community Services	Summerton, SC
Law Enforcement Leadership Conference	Indianapolis, IN
International Association of Character Cities	Oklahoma City, OK
Trident Area Community of Excellence	Charleston, SC
Pennsylvania Sheriff's Association	State College, PA
Romanian National Police – Crime Prevention Unit	Voineasa, Romania

1999

Ohio Sheriff's Association	Columbus, OH
Romanian National Police – Academy Instructors	Bucharest, Romania
American Society of Military Comptrollers	Charleston, SC
United States Air Force	Charleston AFB, SC
Trident Area Community of Excellence	Charleston, SC
International Association of Character Cities	Indianapolis, IN
Idaho POST	Boise, ID
Florence City of Character	Florence, SC
National Sheriff's Association Annual Conference	Columbus, OH
Charleston Air Force Base Fire Department	Charleston, SC
Winchester Police Department	Winchester, KY
South Carolina Jail Association	Santee, SC
Moscow Police College (SC Law Enforcement Division)	Columbia, SC
Cameron and Barkley, Inc.	Hilton Head, SC
Medical University of S.C. Dental College	Charleston, SC
State Law Enforcement Division	Columbia, SC

2000

South Carolina Department of Corrections	Columbia, SC
One Hundred Club	Charleston, SC
Cameron and Barkley, Inc.	Atlanta, GA
International Association of Character Cities	Indianapolis, IN
Hawaii County Police Department	Hilo, HI
Hattiesburg Mayor's Breakfast	Hattiesburg, MS
Indiana Sheriff's Association	Indianapolis, IN
Medical University of S.C. Dental College	Charleston, SC

Cincinnati Police Division	Cincinnati, OH
South Carolina Corrections Association	Myrtle Beach, SC

2001

Allen County Sheriff's Office	Ft. Wayne, IN
LaGrange County Sheriff's Office	Shipshewana, IN
Cincinnati Police Division	Cincinnati, OH
South Carolina Jail Administrator's Association	Myrtle Beach, SC
International Association of Character Cities	Flint, MI
Tuscaloosa County Sheriff's Office	Tuscaloosa, AL
Collier County Sheriff's Office	Naples, FL
South Carolina Department of Corrections	Columbia, SC
ALERT Academy	Big Sandy, TX
Medical University of S.C. Dental College	Charleston, SC
Skiatook Police Department	Skiatook, OK
U.S. Attorney's Office / HIDTA	Wrightsville Beach, NC

2002

Missouri Department of Conservation	St. Louis, MO
Owasso Police Department	Owasso, OK
South Carolina Polygraphers Association	Myrtle Beach, SC
Law Enforcement Summit	Ridgecrest, NC
Character Training Institute	Oklahoma City, OK
Cincinnati Police Division	Cincinnati, OH
Medical University of S.C. Dental College	Charleston, SC
Indiana Sheriff's Association	Indianapolis, IN

2003

Illinois Sheriff's Association	Oakbrook, IL
County Sheriffs of Colorado	Ft. Collins, CO
Owasso Police Department	Owasso, OK
Character Training Institute	Indianapolis, IN
Wyoming Law Enforcement Academy	Douglas, WY
Estes Park Police Dept	Estes Park, CO
Cheyenne Police Dept	Cheyenne, WY
Medical University of S.C. Dental College	Charleston, SC

2004

County Sheriffs of Colorado	Ft. Collins, CO

East Central Illinois Mobile LE Training Team	Charleston, IL
Wyoming Highway Patrol	Cheyenne, WY
Kitsap Fire District	Port Orchard, WA
FBI National Academy Graduates	Tulsa, OK
ALERT Academy	Big Sandy, TX
Topeka Police Department	Topeka, KS
Noble County Sheriff's Office	Albion, IN
Character Training Institute	Indianapolis, IN
Law Enforcement Summit	Ridgecrest, NC
Indiana Correctional Association	Evansville, IN
Medical University of S.C. Dental College	Charleston, SC
East Central Illinois Mobile LE Training Team	East Central Illinois
Holland Police Department	Holland, MI

2005

Hagemeyer's, Inc.	Charleston, SC
Northwest Management Seminar	Portland, OR
Wyoming Highway Patrol	Douglas, WY
Christian Law Enforcement Conference	San Diego, CA
Illinois Sheriffs Association	Belleville, IL
Indiana Department of Corrections	Indianapolis, IN
ALERT Academy	Big Sandy, TX
International Association of Character Cities	Oklahoma City, OK
Character Training Institute	Indianapolis, IN
Medical University of S.C. Dental College	Charleston, SC
Larimer County Sheriff's Office	Fort Collins, CO

2006

El Dorado Hills Fire Dept	El Dorado Hills, CA
Orange County Fire Authority	Irvine, CA
Lee's Summit Police Dept	Lee's Summit, MO
Metropolitan Fire Chiefs Conference	Las Vegas, NV
Southwestern Colorado Sheriff's Association	Durango, CO
Indiana Department of Corrections	Indianapolis, IN
National Sheriff's Association Conference	Orlando, FL
City of Henderson Fire Dept	Henderson, NV
Winchester Police Department	Winchester, KY
IL Drug Enforcement Officers Association	Chicago, IL

Medical University of S.C. Dental College	Charleston, SC
Grant County Sheriff's Office	Lancaster, WI
ALERT Academy	Big Sandy, TX
City of Huntington Beach	Huntington Beach, CA
International Association of Character Cities	Oklahoma City, OK
POST - SE Region Colorado	La Junta, CO
Oregon State Sheriff's Association	Salem, OR
Boulder County Sheriff's Office	Fort Collins, CO

2007

Douglas County Sheriff's Office	Castle Rock, CO
Northwest Management Seminar	Portland, OR
Arkansas Department of Corrections	Little Rock, AR
United States Border Patrol	El Paso, TX
Lees Summit Police Department	Lees Summit, MO
Adams County Sheriff's Office	Brighton, CO
Pueblo County Sheriff's Office	Pueblo, CO
Vancouver Police Department	Vancouver, WA
Western Colorado Peace Officer's Association	Montrose, CO
Medical University of S.C. Dental College	Charleston, SC
Citrus County Sheriff's Office	Crystal River, FL
Conway Character Council	Conway, SC
Pagosa Springs Police Department	Pagosa Springs, CO

2008

Owasso Police Department	Owasso, OK
Colorado Department of Wildlife	Broomfield, CO
East Central Illinois Mobile LE Training Team	East Central Illinois
S.C. Association of County-wide Elected Executives	Myrtle Beach, SC
S.C. Association of Treasurers	Hilton Head, SC
Medical University of S.C. Dental College	Charleston, SC

2009

Hamilton County Sheriff's Office	Chattanooga, TN
Sierra Leone National Police & Military	Sierra Leone, Africa
Saluda County Sheriff's Office	Saluda, SC
Hamburg Character Council	Hamburg, NY
Orangeburg County Sheriff's Office	Myrtle Beach, SC
S.C. Association of County-wide Elected Executives	Myrtle Beach, SC

Legal Affairs Department, Ministry of the Interior	Kabul, Afghanistan
Oklahoma Sheriff's Association	Oklahoma City, OK

2010

S.C. Association of County-wide Elected Executives	Charleston, SC
Law Enforcement Training Advisory Committee	Springfield, IL
Int'l Narcotics and Law Enforcement / US State Dept.	Kabul, Afghanistan
Medical University of S.C. Dental College	Charleston, SC

2011

Legal Affairs Department, Ministry of the Interior	Kunduz, Afghanistan

2012

Romanian National Police, Bihor County Division	Oradea, Romania
Romanian National Police, Narcotics Investigation Unit	Bucharest, Romania

2013

*International Academy of Public Safety	Holly Springs, NC
SC Association of Litter Control Officers	Myrtle Beach, SC
SC Sheriff's Association	Myrtle Beach, SC
S.C. Association of County-wide Elected Executives	Charleston, SC
*Louisiana Sheriff's Association	Destin, FL
Medical University of S.C. Dental College	Charleston, SC

2014

National Internal Affairs Investigators Association	Tampa, FL
S.C. Association of County-wide Elected Executives	Charleston, SC
Medical University of S.C. Dental College	Charleston, SC

2015

*Jefferson Parish Sheriff's Office	New Orleans, LA
*International Academy of Public Safety	Holly Springs, NC
*Badger State Sheriff's Association	Green Lake, WI
*Int'l Narcotics and Law Enforcement / US State Dept.	Barbados, West Indies
*Plaquemines Parish Sheriff's Office	New Orleans, LA
*Badger State Sheriff's Association	Eau Claire, WI
Brownsburg Police Department	Brownsburg, IN
*Badger State Sheriff's Association	Madison, WI
*Ventura County Sheriff's Office	Ventura, CA

2016

*International Academy of Public Safety	Holly Springs, NC
S.C. Association of County-wide Elected Executives	Myrtle Beach, SC
Alabama Jail Association	Guntersville, AL
*Badger State Sheriff's Association	Appleton, WI
National Internal Affairs Investigators Association	Charleston, SC
*US Dept. of Justice – Gulfcoast HIDTA Region	Southaven, MS
*WI Dept. of Justice	Madison, WI
AEGIS Foundation	Chattanooga, TN
*Ascension Parish Sheriff's Office	Donaldsonville, LA
*Bossier Parish Sheriff's Office	Benton, LA
Justice Clearinghouse	National Webinar
Medical University of S.C. Dental College	Charleston, SC

2017

*Wisconsin Dept. of Justice	Multiple venues
*US DOJ - HIDTA Training Officer's Conference	Nashville, TN
*Wisconsin Dept. of Justice	The Dells, WI
*National Sheriff's Association	Providence, RI
*Wisconsin Dept. of Justice	Wausau, WI
AEGIS Foundation	Chattanooga, TN
Western Colorado Peace Officers Assoc.	Grand Junction, CO
*NYPD Credible Leadership Initiative (5 cohorts)	New York, NY
Medical University of S.C. Dental College	Charleston, SC
*Badger State Sheriff's Association	Egg Harbor, WI
*Wisconsin Command College	Ft. McCoy, WI
*Wisconsin Dept. of Justice	Antigo, WI
*National Sheriff's Association	National Webinar

2018

*County Sheriffs of Colorado	Loveland, CO
*Linn County Sheriff's Office	Cedar Rapids, IA
Justice Clearinghouse	National Webinar

*Conducted in partnership with the International Academy of Public Safety.

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