

New Jersey State Association of Chiefs of Police

POLICE EXECUTIVE INSTITUTE

11TH SESSION



In Conjunction with Fairleigh Dickinson University

AN INTENSIVE 5-DAY PROGRAM FOR
CHIEFS OF POLICE AND COMMAND PERSONNEL

MONDAY, APRIL 23 —FRIDAY, APRIL 27, 2012
The National Conference Center & Holiday Inn
East Windsor, New Jersey

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AGENDA

MONDAY, APRIL 23, 2012

8:30 am—9:00 am **Registration/Networking**

9:00 am—9:30 am **Program Introduction**

9:30 am—3:30 pm **Managing the Police Organization in Transition**
Presented by Ronald Cristando

This management update is specifically designed for middle and top managers working in law enforcement agencies who seek to strengthen their leadership, change management and facilitation skills. Emerging best practices in police management will be examined. Topics to be covered include: Leadership Integration: A Practical Exercise, Taking a Police Department from “Good to Great”, Managing and Motivating the New Generation of Police Officers, and Operational Efficiency.

12:00 pm—1:00 pm **Buffet Lunch**

TUESDAY, APRIL 24, 2012

9:00 am—3:30 pm **Managing the Police Organization in Transition (Continued)**
Presented by Ronald Cristando

12:00 pm—1:00 pm **Buffet Lunch**

WEDNESDAY, APRIL 25, 2012

9:00 am—10:30 am **New Trends in Disciplinary Cases**
Presented by Guy P. Ryan, Esq.

10:30 am—12:00 pm **Internal Affairs Issues and Updates for Police Executives**
Presented by Guy P. Ryan, Esq.

12:00 pm— 1:00 pm **Buffet Lunch**

1:00 pm—3:00 pm **Leading in Tough Times:
The Leadership Lessons of General Dwight Eisenhower**
Presented by William “Pat” Schuber, Fairleigh Dickinson University

Leadership lessons for contemporary leaders of law enforcement organizations will be examined in light of the examples set by General Eisenhower during the difficult days of World War II. Among the principles examined will be command and control, administration, decision-making, communication, strategic planning and subordinate selection.

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THURSDAY, APRIL 26, 2012

9:00 am—3:00 pm **Law Enforcement Agency Administration Simulation Exercise:
Lessons from the new Command Officer Development Course [CODE-C]
*Presented by Practicum Training & Development Inc., and the New Jersey
State Association of Chiefs of Police***

Attendees will participate in selected components of a new executive management and administrative course specifically designed for New Jersey law enforcement executives. During the session, participants will be exposed to computer-simulated management and administrative situations similar to those in the workplace. In dealing with these virtual situations, participants will be able to: assess themselves, make decisions in the area of self-development, leadership and organizational improvement, and practice behaviors which are strategic, ethical and professional, and see situations from different perspectives with the input of their team members and coaches.

This realistic and interactive course challenges participants to think strategically, plan thoroughly and use leadership and management skills to build an effective virtual organization capable of attaining its objectives. The Command Officer Development Executive Course simulation takes them through a full year, one day at a time. A calendar maintains a current record of decisions taken and actions planned. For PEI attendees, a portion of that “year” will be explored.

Within the Simulation, teams of participants take on the role of police administrators who must develop work plans, send employees on training, and hold meetings. They must also deal with unexpected occurrences, such as scenarios, rumor mills, agency news and warning messages. Decisions are electronically tabulated and tracked and participants receive immediate feedback and face the consequences of their decisions. Participants learn valuable management lessons through the impact of their decisions on operational and management indicators such as morale, productivity, quality, management performance, client service and budget.

1:00 pm—2:00 pm **Buffet Lunch**

FRIDAY, APRIL 27, 2012

8:30 am—12:30 pm **Social Media: What Every Chief Needs to Know
*Presented by Nancy Kolb and Rebecca McClelland
International Association of Chiefs of Police***

Social media has fundamentally changed the way people communicate. Law enforcement agencies that dismiss this technology could find themselves falling behind. Social media tools are helping police officers conduct investigations, recruit employees, screen potential hires, and engage with members of their community. Unfortunately, sharing information through this medium is also jeopardizing officers’ careers, safety, and cases. Hosted by the IACP’s Center for Social Media, a partnership with the Bureau of Justice Assistance, this session will address the benefits and challenges of this technology and what every chief executive needs to know about policing in the age of social media. This workshop will also include an overview of the Center’s no-cost resources and services to help demystify and navigate the world of social media.

12:30 pm—1:00 pm **Wrap-up and Presentation of Certificates**