



**Executive Leadership for
Challenging Times:
*“Resolving Ethical Dilemmas –
Maintaining Integrity and Public Trust”***

October 4-6, 2005

Presented by:

Michigan Regional Community Policing Institute
with financial assistance from:
Michigan State University, School of Criminal Justice,
& The Michigan Justice Training Fund

COPS

COMMUNITY ORIENTED POLICING SERVICES
U.S. DEPARTMENT OF JUSTICE

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What is the Police Executive Development Series (PEDS)?

The Police Executive Development Series (PEDS) is an innovative program of leadership development seminars specifically designed to address the limited number of high quality developmental experiences for police executives. With PEDS, timeless leadership issues such as strategic thinking, managing change, innovative problem solving, developing people, building control systems, and handling political situations are linked with timely current issues such as homeland security, crisis leadership, and police ethics and integrity. PEDS integrates both theory and practical application skills to form a complete skill-building package that the progressive police leader can apply immediately!

How is PEDS Different?

PEDS offers a distinct approach to leadership development. With PEDS you will not simply be lectured on abstract theories of leadership; you will take an action learning approach with the assistance of field experts. In other words, PEDS puts you into direct contact with specialists who can assist you in applying your leadership skills to your own agency. You will leave PEDS with more than a binder of notes – you will leave with a practical action plan.

Who Should Attend?

PEDS is an innovative series of programs offering targeted leadership issues for police executives and those identified as having high potential for reaching executive level positions.

This Year's PEDS

The topics covered with PEDS change from year to year based on the pre-eminent issues that police leaders face. This year, PEDS is focusing on ethics and integrity. The workshop emphasizes the dilemmas often encountered by police employees, the impact of inappropriate behavior on the individual and the organization as well as the strategies police leaders can employ to influence the outcome of such dilemmas. The workshop also focuses on the impact of a leader's personal integrity on the internal and external "health" of the organization.

PEDS 2005 Highlights:

- ◆ Define the ethical challenges encountered throughout a law enforcement career that can jeopardize one's integrity.
- ◆ Develop strategies for maintaining employee integrity and keeping employees committed and engaged in productive work.
- ◆ Hear what police officers and supervisors are saying about the ethical dilemmas they face on a regular basis and how they "view" the ethics of their own organization and leaders.
- ◆ Analyze the complexities of maintaining integrity as a leader and the factors that can affect whether leaders "walk the talk".
- ◆ Engage in an analysis of ethical scenarios and case studies in law enforcement that focus on the personal integrity challenges leaders face in decision-making.
- ◆ Identify successful strategies that can be applied to your organization for making difficult leadership decisions that maintain personal and organizational integrity.
- ◆ Obtain an update on the status of the National Incident Management System (NIMS) and the National Response Plan (NRP) as well as the status of Homeland Security funds/training for law enforcement agencies.

Discover how YOU can be an exceptional leader in challenging times



Presenter: **Kevin M. Gilmartin, Ph.D.,**
Behavior Sciences Consultant, Specializing in
Law Enforcement

“Emotional Survival for Law Enforcement”

Dr. Gilmartin discusses the aspects of leadership that reduce resistance and increase the likelihood of ethical decision making by law enforcement officers through

several concepts, including “Community Policing Begins Inside the Department”. He also reviews a model of “Leadership Roles” to re-enforce his concepts.

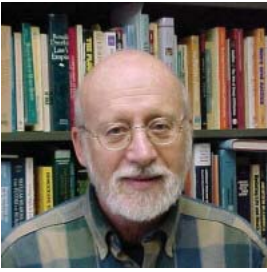
Presenters: **Jane P. White**, Associate Director, National Center for Community Policing, Michigan State University and **Captain Kim Lawrence**, Lansing Police Department

“What Your Officers Are Saying”
Through a series of “Ethics and Integrity” workshops, these presenters have gained valuable insight into the ethical dilemmas faced by police officers and supervisors on a daily basis and how they view the leadership of their own organization from an ethical perspective.



*Program
Facilitator:*

Jerry Boles,
Associate Director,
Michigan RCPI



Keynote Speaker: Martin Benjamin, Ph.D., Professor Emeritus, Michigan State University

"Compromise and Integrity in Ethics"
Drawing on his books, *"Splitting the Difference"* and *"This Actual World"*, Benjamin shows how we can sometimes compromise on matters of ethical

disagreement without compromising (or betraying) our integrity.

Presenter: Sergeant Emmitt McGowan, Michigan State Police, Homeland Security Section and Hazmat Training Unit

"Homeland Security Update"

Sergeant McGowan provides an update on the National Incident Management System (NIMS) and the National Response Plan (NRP) as well as the status of Homeland Security funds/training for law enforcement agencies.



Program Facilitator:

Dr. J. Kevin Ford,
Industrial/Organizational
Psychologist, MSU

2005 Seminar Schedule:

Tuesday, October 4, 2005

Registration

Introduction and Kickoff Session

Presenter: Dr. Kevin Gilmartin

Topics:

- ◆ The continuum of compromise for police officers
- ◆ Leadership roles

Debrief

Wednesday, October 5, 2005

Presenter: Dr. Kevin Gilmartin

Topics:

- ◆ Proactive leadership strategies to address issues
- ◆ Application of strategies for your police department

Presenters: Jane P. White and Kim Lawrence

- ◆ Stories from the field

Key Note Address: Dr. Martin Benjamin, Professor Emeritus,
Department of Philosophy, Michigan State University

Topics:

- ◆ Compromise and integrity in ethics and politics
- ◆ Ethical decision making in the real world
- ◆ Interactive case study on ethical decision making

Debrief

Thursday, October 6, 2005

Topics:

- ◆ Identify ethical dilemmas relevant to workshop participants
- ◆ Reflect on how to enhance personal and organizational integrity

Presenter: Sergeant Emmitt McGowan

- ◆ Update on Homeland Security covering NIMS, NRP, Funding, and Training

Wrap-up and Future Planning

The program begins at 11:00 a.m. on Tuesday, October 4, 2005 with registration and concludes at 3:00 p.m. on Thursday, October 6, 2005

Note: an optional social activity is scheduled for Wednesday afternoon with dinner on your own to follow.

Registration Information:

To register, simply fill out and mail the attached registration card.

Dates: Tuesday, October 4, 2005
Wednesday, October 5, 2005
Thursday, October 6, 2005

Location: The James B. Henry Center for Executive Development
3535 Forest Road
Lansing, MI 48910-3831

Lodging: Candlewood Suites, adjacent to the James B. Henry Center

Registration Fee: \$350.00

Fee Includes:

- ◆ Lodging (Tuesday & Wednesday nights, upon request)
- ◆ Conference registration
- ◆ Admittance to all sessions
- ◆ All Workshop materials
- ◆ Tuesday lunch & dinner
- ◆ Wednesday breakfast & lunch
- ◆ Thursday breakfast & lunch

MCOLES Certified:

Training is eligible for 302 60% funds

Early Bird Registration:

Register before **July 29, 2005** to receive a \$50.00 discount on your registration fee.

Early Bird Registration Fee: \$300.00

For Further Information Contact:

Michigan Regional Community Policing Institute
Bridget Scott, 517-355-9648

Space is limited, so register today!

PEDS REGISTRATION FORM

Name: _____ Title: _____

Agency: _____

MCOLES Number: _____ Lodging Requested: Yes No

Address where I would like information sent:

Address: _____

City: _____ State: _____ Zip: _____ County: _____

Phone: _____ Fax: _____ E-mail: _____

Return Form to:

Michigan Regional Community Policing Institute
1407 S. Harrison Road
343 Nisbet Building
East Lansing, Michigan 48823

Enclosed please find a check purchase order, made payable to Michigan State University.