



Florida Police Chiefs Association
Serving Florida's Law Enforcement Since 1952

2023 New Police Chiefs Seminar The Villages, Florida

Monday, April 17, 2023

8:00am	Welcome and Introductions <i>Chief Keith Touchberry, Fellsmere PD and FPCA President</i>
8:30am-12:00pm	Disciplinary Process through Florida's Criminal Justice Standards and Training Commission Instructor: Chief Patrick Lynn, Fort Lauderdale PD <ul style="list-style-type: none"> • An overview of the agency responsibilities in an officer discipline case • The CJSTC Disciplinary process
12:00pm-1:00pm	Lunch <i>Sponsor: TBA</i>
1:00pm-5:00pm	Risk Mitigation and Making it Stick: Comprehensive and Defensible Internal Affairs Investigations and; Outgunned: Arming Law Enforcement for the Litigation Battle Instructor: Mr. David Marsey, Rumberger, Kirk, & Caldwell and FPCA General Counsel

Tuesday, April 18, 2023

8:00am-12:00pm	Ethics and the Chief of Police Instructor: Mr. Michael Ramage, FDLE General Counsel (ret.), General Counsel for Institute for Intergovernmental Research, Inc. <ul style="list-style-type: none"> • A review of Florida's statutory ethics obligations that apply to Chiefs of Police • An examination of the ethics challenges "Millennials" as your incoming workforce present • A review of the special role police maintain and the importance of maintaining high ethics • A review of "pitfalls for leaders" to help you guard against ethics lapses and to assure you are a strong role model • A discussion of some likely officer ethics issues you may encounter including a sharing of ideas.
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12:00pm-1:30pm	Lunch Sponsor: TBA
1:30pm-4:30pm	Media Relations: Asset Development & Threat Reduction Instructor: <i>Sara Brady, Sara Brady Public Relations</i> <ul style="list-style-type: none"> • Discuss how to proactively develop positive media relationships • Learn how to evaluate incoming media requests to plan if and how to respond • Practice interview techniques for radio, print, and television interviews, including message development and delivery.
Wednesday, April 19, 2023	
8:00am-12:00pm	Adding New Tools to the Police Chief Toolbox: Shifting Strategic Focal Points Instructor: Dr. Marshall Jones, FIT, Assistant Professor School of Psychology and Director of CoPLA Online Programs & Director for the Center for Applied Criminal Case Analysis <p>This presentation is designed to offer an array of “tools” for chiefs based on the presenter’s applied research, training, consulting, and coaching with police executives.</p> <ul style="list-style-type: none"> • Appreciate the necessity of strategic focal shifts from command to chief. • Explore various multidisciplinary theories and models of management and organizational behavior that may assist in navigating agency challenges. • Understand the concept of Leadership Pathfinding, the strategic building blocks of effective leadership and teams, and how you can develop a leadership pipeline and avoid dysfunction. • Discuss and understand the critical dynamics of personality, communication, expectations, and dealing with difficult employees toward optimal job satisfaction. • Discuss the concepts of maintaining self-awareness, accountability teams, thinking and bias traps, and where to find “lifelines” as a new chief. • Understand the use of statistics and data-driven research and how to prepare to defend your agency from unfair and biased attacks.
12:00pm-1:30pm	Lunch Sponsor: TBA
1:30pm-4:30pm	Managing Generational Differences Instructor: Chief Jeff Pearson, Satellite Beach Police Department

Thursday, April 20, 2023	
8:00am-11:00am	Challenging the Police Culture Instructor: <i>Chief Albert "Butch" Arenal, Coconut Creek Police Department</i>
11:00am-12:00pm	Crisis Management for the Chief Executive Instructor: <i>Chief Albert "Butch" Arenal, Coconut Creek Police Department</i>
12:00pm-1:00pm	Lunch Sponsor: TBA
1:00pm-2:00pm	Crisis Management for the Chief Executive Instructor: <i>Chief Albert "Butch" Arenal, Coconut Creek Police Department</i>
2:00pm-3:30pm	Dynamic Change Leadership Instructor: <i>Chief Albert "Butch" Arenal, Coconut Creek Police Department</i>
3:30pm-5:00pm	Building Your Foundation for Success Instructor: <i>Chief Albert "Butch" Arenal, Coconut Creek Police Department</i>
Friday, April 21, 2023	
8:00am-9:00am	Dealing with the Common Pitfalls of Being a Chief Speaker Panel: <i>Chief Albert "Butch" Arenal, Coconut Creek Police Department;</i> <i>Chief Charles Broadway, Clermont Police Department</i> <i>Chief Melanie Bevan, Bradenton Police Department</i>
9:00am-10:00am	You Are Not Alone – The Florida Police Chiefs Association as Your Greatest Resource Speaker Panel: <i>Chief Albert "Butch" Arenal, Coconut Creek Police Department;</i> <i>Chief Charles Broadway, Clermont Police Department</i> <i>Chief Melanie Bevan, Bradenton Police Department</i>
10:00am	Graduation and Class Picture <i>Please wear a suit or Class A uniform.</i>