

The seal of the FBI National Academy is a circular emblem. It features a central eagle with wings spread, perched on a shield with vertical stripes. The eagle is set against a blue background. The words "FEDERAL BUREAU OF INVESTIGATION" are written in a circle around the eagle. At the top, a banner reads "FBI NATIONAL ACADEMY". The entire seal is surrounded by a gold-colored, serrated border.

The logo is a circular seal. The outer ring is gold with a black border. Inside the ring, the words "FBI NATIONAL ACADEMY" are written in black, uppercase letters along the top arc, and "ALASKA CHAPTER" is written along the bottom arc. The center of the seal features a blue map of Alaska. Overlaid on the map is the official seal of the FBI National Academy, which includes an eagle with wings spread, perched on a shield with the words "FEDERAL BUREAU OF INVESTIGATION" and "DEPARTMENT OF JUSTICE".

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2023 EXECUTIVE DEVELOPMENT CONFERENCE



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WEDNESDAY MORNING

Is Your Leadership Regressing Toward the Mean?

Dr. Kimberly Miller

COURSE DESCRIPTION:

Leadership, like any skill, exists on a spectrum. Our place on that spectrum is determined by how much we intentionally practice our leadership and how much self-awareness we possess about how effective we really are in our role. If we are not careful, we will find that overtime we regress to the “mean” or average of those around us. This course will explore how to figure out what your and your organization’s leadership “mean” are, explain the variables (culture, peer group, lack of self-care) that influence regression, and offer tools and strategies to elevate leadership within yourself and your agency.

BIO:

Dr. Kimberly Miller is a sought-after law enforcement speaker, consultant and trainer who has been inspiring and motivating individuals in our profession for over 20 years. Dr. Miller has worked with agencies of all sizes at the city, county and state level around the US and Canada and is a highlighted speaker at national, regional and state law enforcement conferences. Dr. Miller is known for her strength-based approach to her work and the skill-based, engaging training and consultation services she offers. Her educational background includes a Bachelor’s degree in psychology from Auburn University, a Master’s degree in clinical psychology from Ball State University, and a Ph.D. in counseling psychology from Colorado State University. In addition to her academic credentials, Dr. Miller has significant experience in leadership and mentoring with over 30 years of serving in supervisory and leadership roles.

WEDNESDAY AFTERNOON

Leading Multi-Generational Teams

John Bostain - Command Presence Training

COURSE DESCRIPTION:

The modern workplace has become increasingly diverse, not only in terms of ethnicity and gender but also in terms of age. Leading a team with members from different generations can be challenging, but it can also be a great opportunity for growth and learning. This course is designed to equip leaders with the knowledge and skills necessary to effectively manage and lead multi-generational teams. Through guided discussion and case studies, we will explore:

- The different generations in the workforce
- Preferred communication styles and how to adapt
- Five qualities every multi-generational needs for success
- Answering the question “what do they really want?”

BIO:

John Bostain is the President of Command Presence Training, a professional development company headquartered in Brunswick, GA. He has committed the last 29 years to the law enforcement profession, 27 of which have been as a trainer. He has trained more than 60,000 public safety professionals at the state, local, federal, and international levels and is a

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frequent presenter and keynote speaker at executive level conferences and retreats. He is an IADLEST Nationally Certified Instructor and is also the recipient of the 2012 ILEETA Trainer of the Year award.

John began his career with the Hampton Police Division (HPD) in Hampton, Virginia where he held positions as a patrol officer, supervisor, detective and academy instructor. In 2001, John joined the Federal Law Enforcement Training Center (FLETC) in Glynco, GA where he served in multiple training divisions and taught multiple disciplines. John left Federal service in 2014 to pursue his dream of establishing Command Presence Training, which is now the 2023 Veteran Owned Small Business of the Year for the State of Georgia.

Gone But Not Forgotten - Solving the Unsolvable

Major Ed O'Carroll (Ret.)

COURSE DESCRIPTION:

Law enforcement leaders care about cold and unsolved cases and so does private industry such as private accredited labs and industry-recognized training institutions. Forensic Investigative Genetic Genealogy (FIGG) has quickly become a powerful tool allowing for the development of investigative leads in long-unsolved crimes and even current cases that have few leads. This technology has revolutionized how detectives and crime laboratories utilize DNA evidence as they evaluate the approach to investigating unsolved violent crime. Additionally, FIGG has quickly become adopted strategy because of the significant positive impact it has had on many high-profile cases, such as the Golden State Killer. As this technology further evolves, so will the limits of testing and the demand from law enforcement with solving the unsolved. This makes it critical for stakeholders to become educated on the science and techniques of the testing process while ensuring that there is a mechanism to stay up to date on developments. Proper adoption and implementation of this technology starts with recognizing the key stakeholders and their roles in the investigative process and then educating all involved parties to ensure they understand the technology and the best practices in forensic DNA testing.

This presentation will identify and discuss the various roles and responsibilities of all parties to ensure the highest likelihood of success. Proper training, communication, and partnerships are essential to understand the amazing possibilities of advanced DNA testing. The presentation will also include several intriguing case studies highlighting the successful use of genetic genealogy to identify the offender. There will equally be case studies showing the journey of successful exonerations of those wrongfully convicted, thus highlighting the positive impact of FIGG technology.

BIO's:

Ed O'Carroll began his public service as an Emergency Medical Technician and later, the Assistant Chief of an Ambulance Squad in New York. After relocating to the National Capital Region, Ed started his law enforcement career on September 11, 1989, with the Fairfax County (Virginia) Police Department and retired in February 2023. During his more than 33-year career in law enforcement, Ed served in every position from cadet to major. His recent executive assignments have included Director of the Media Relations and Internal Affairs. He is the immediate past Bureau Chief of the Major Crimes, Cyber and Forensics Bureau.

Ed is a graduate of the prestigious FBI National Academy, Session 269, in 2017. Currently, Ed also serves as a national certified trainer for the Refuse to Be A Victim program. In February, Ed just completed a decade of service as a trustee on the Fairfax Police Officers Retirement System Board that provided oversight to a nearly 2-billion-dollar investment fund.

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In retirement, Ed is serving as a law enforcement consultant for various areas of the profession. This includes promoting the use of Forensic Investigative Genetic Genealogy in current unsolved and cold cases. He has a goal of making the cold case obsolete. Ed is married, the proud father of four children and resides in Colorado.

Steve DuBois is a retired career law enforcement officer with more than 32 years of experience within the Indianapolis Police Department and Indianapolis Metropolitan Police Department. He served in several positions within the operations and investigations units including Training Officer, Bomb Squad member, Homicide Detective and Detective Sergeant and Narcotics Detective Sergeant. He ended his career as the Coordinator/Director of Crime Stoppers of Central Indiana.

After retiring from Law enforcement Steve worked for Anderson Software in business development. In 2019 Steve became the Executive Director of Season of Justice, a national nonprofit giving grants to law enforcement and victim families to help advance cold cases. In 2022 Steve accepted a position with DNA Labs International and currently works in the client services division. Steve received a Bachelor of Science in Criminal Justice and Corrections from Ball State University. He is the father of five children and seven grandchildren and currently resides in Zionsville, Indiana with his wife and youngest child Sophia.

THURSDAY MORNING

Today's Executive Leadership Challenge: Sustaining Organizational Excellence

Assistant Chief Hajir Nuriddin (Ret.)

COURSE DESCRIPTION:

In today's current climate, law enforcement organizations are facing unprecedented challenges.

- Trust at Historic Lows Internally & Externally
- Ominous Shortage of Experienced Leadership
- Lack of Inclusive High-Performance Teams
- Failure to Execute Organizational Goals and Mission

To address these challenges participants learn in a dynamic, highly interactive session inclusive of experiential processes designed to provide opportunities for paradigm shift and challenge leadership skills while enhancing the philosophy and goals of the organization.

This transformational course focuses on understanding the key principles of authentic leadership, diversity, inclusion, and equity, leading different generations, public service, and how to effectively build high-performance teams to achieve sustainable results.

Participants will identify and navigate through specific challenges the organization may be facing both internally and externally and are challenged to maximize their leadership skills to effectively impact positive change. Practical, effective, and sustainable solutions are shared to allow paradigm shifts to occur for the execution of the highest priorities of the organization to achieve its mission.

BIO:

Assistant Chief Nuriddin is a veteran law enforcement executive with over 34 years of experience. She recently retired from the Coral Gables, FL. Police Department and previously served at the Bakersfield California Police Department.

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Chief Nuriddin has commanded a variety of Divisions inclusive of Criminal Investigations, Operations, Narcotics, SWAT/EOD, and Specialized Task Force Enforcement Teams.

Chief Nuriddin has been recognized as one of the most outstanding African-American females in the community and in 2002 she received the Southern California National Organization of Black Law Enforcement Executives, “Law Enforcement Officer of the Year” award. Chief Nuriddin holds a Master of Public Administration Degree from California State University Bakersfield and is a graduate of the Police Executive Research Forum/Harvard University Senior Management Institute for Police, the FBI National Academy 242nd Session, and various executive development courses.

Chief Nuriddin has served as a Criminal Justice faculty member at California State University Bakersfield. She is a published author of “08 Time-Tested Assessment Center Templates: A Quick Reference Handbook for Law Enforcement” 2019. And “Today’s Police Chiefs’ Greatest Challenge: Accountability, Accountability, Accountability” article in the IACP Police Chief Magazine in June 2018.

Chief Nuriddin is a nationally recognized speaker on leadership, diversity, inclusion, and equity in the public and private sector and has trained thousands of law enforcement officers and executives nationally. Her dynamic workshops allow participants the opportunity to examine (1) personal perceptions of groups and value systems, (2) how changing demographics impact professional services, and (3) the role of teamwork in building strong teams. Through the use of experiential learning, self-discovery tools, and practical application, participants learn leadership skills that will enhance the organization’s ability to meet its goals and achieve its mission! Chief Nuriddin is certified by the Department of Justice and the California Peace Officers Standard of Training in Diversity.

She has instructed internationally with the Federal Bureau of Investigation’s International Police Academy in Botswana and served as a certified instructor for Penn State Safety and Justice Institute and Franklin Covey.

Chief Nuriddin is a member of the International Association of Chiefs of Police, the Florida Police Chiefs Association, the Police Executive Research Forum, FBINAA, NOBLE, and various executive law enforcement organizations. Chief Nuriddin is dedicated to community service as a life member of the Rotary Club-Paul Harris Fellow and has served on the Kern County Hispanic Chamber of Commerce and the Henrietta Weill Memorial Child Guidance Clinic.

THURSDAY AFTERNOON

Honoring the Badge - Spotting and Avoiding Ethical Pitfalls

James Dugan - Director - Josephson Exemplary Policing Initiative at Drake University

COURSE DESCRIPTION:

Modern policing takes place in an ethical minefield – from the street to the courthouse, from management to recruiting, from training to on and off-duty conduct. Ethical behavior and decision-making are vital to “Sustain Excellence” and to maintain the “Wellness” of every Peace Officer. The presentation is both eye-opening and thought-provoking as it explores the hidden, often ignored, ethical challenges within the law enforcement profession.

BIO:

Jim has a professional career path that is both accomplished and diverse. During his 13-year law enforcement career, Jim worked primarily in the areas of narcotic enforcement and police training. He achieved the rank of Captain of Detectives

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at the age of 32 when he was promoted to Director of a New Jersey State Certified Police Training Academy. He earned many awards and accommodations in his law enforcement career and was a speaker at several state-wide law enforcement conferences throughout the northeast. Tragically, Jim's highly decorated career ended in 1997 when he was indicted on several criminal charges stemming from ethical compromise during a major narcotic investigation. Jim brought his talents to the private sector and quickly established himself as a leader in the corporate world. As a Senior Executive, specializing in Mergers and Acquisitions, Jim's 20+ years of business success spanned several industries to include publishing, student travel, extraordinary events, and consumer products.

As Director of the Josephson Exemplary Policing Initiative at Drake University, Jim now commits his time to educating and supporting the policing community by providing expert insights and critical resources in the areas of police ethics and professional development.

Responding to Suicidal Subjects: Increase Your Options with a Full Toolbox

Lt. David Pearson (Ret.) - Blue Line Consulting

COURSE DESCRIPTION:

Law enforcement response to suicidal subjects continues to be one of the most challenging police calls. With unclear legal standards, agencies must consider if they should respond, should they use force, and if and when they should walk away. This class will detail a full range of options, from mental health programs, foundational concepts (like de-escalation), the use of less lethal, and an understanding of the law and use of force to build a complete toolbox for addressing these calls. Using examples, participants will leave with the knowledge to help create policy and training programs to respond in an ethical, legally defensible, and repeatable manner. They will also know when it is appropriate to walk away, use force, or use a tactical team and the consequences of those actions.

BIO:

David Pearson is a retired lieutenant with 32 years of law enforcement experience with Fort Collins Police Services in Colorado. David served in collateral roles as a SWAT team leader and Mobile Field Force instructor. David has experience in Investigations, Drug Task Force operations, Professional Standards, Training, and Patrol. He also served as the Director for the Colorado POST-certified Fort Collins Police Academy. In 2022 and 2023, David served as an Interim Commander for the Steamboat Springs Police Department.

David has been a law enforcement instructor since 1996. He has also served as an instructor for the National Tactical Officers Association (NTOA) since 2005. He teaches a wide variety of topics, most notably The Response to Suicidal Subjects course and the Less Lethal Impact Projectiles, Chemical Agents, & Noise Flash Diversionary Device Instructor course. He has served in the role of NTOA Less Lethal Section Chair since 2013.

David now works as the owner of Rocky Mountain Blue Line Consulting. He provides training and consulting services on leadership, tactics, use of force, response to suicidal subjects, and policy. David has presented at national conferences for the NTOA, the National Sheriffs Association, and the International Association of Chiefs of Police.

FRIDAY MORNING

To Protect and Serve - The Life-Changing Potential of Every Interaction (Keynote)
Energy Health Management (Workshop)

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Joe Roberts

COURSE DESCRIPTION:

In this engaging program, Joe Roberts explores two vital aspects of personal growth and community impact:

Keynote: To Protect and Serve - The Life-Changing Potential of Every Interaction.

Discover the profound influence first responders can have through their interactions with Joe Roberts' inspiring journey. What started as a routine distress call for Constable Scott MacLeod evolved into a moment that forever altered Joe's life. This keynote underscores the incredible power of every interaction, highlighting the deep and often unseen impact first responders have on their communities.

Workshop: Energy Health Management.

How we respond to the stress, overwhelm, anxiety, change and challenges that are prevalent in today's society dictates our mental well-being. Knowing the principals to energy management will give you the tools to better cope. This session is an essential introduction to the core principles and applications of energy health science to help people breakout of burnout, achieve energy balance and to keep moving forward in the midst of constant change.

BIO:

Joe Roberts is an expert on resiliency and change. In 1989 he was homeless living under a bridge. 12 years later he was a celebrated CEO and in 2017 he finished a 9064 km charity walk across Canada. Joe helps companies and individuals redefine impossible. What's amazing is, this entire story started with a positive police interaction.

FRIDAY AFTERNOON

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COURSE DESCRIPTION:

Updates in Laws

John Skidmore - Criminal Division Director - Department of Law

John Skidmore is the Director for the Criminal Division for the State of Alaska, Department of Law. Mr. Skidmore received a B.S. in Communications from Bradley University in 1994 and a JD from the University of Oregon Law School in 1997. He has dedicated his career to public service as a prosecutor starting as an intern and extern for the Roseburg District Attorney's Office in 1996-1997. Mr. Skidmore began developing his courtroom skills at this early stage of career trying numerous jury trials. After graduation he joined the Alaska Department Law in 1997 starting at the Kenai District Attorney's Office. Over the next seventeen years he prosecuted misdemeanor and felony cases including domestic violence, sexual assault, property offenses, robberies, murder, public corruption, and white collar crimes. Mr. Skidmore has conducted trials and court hearings all across the state, including Anchorage, Kenai, Palmer, Bethel, St. Mary's, Dillingham, Naknek, Togiak, Juneau, Fairbanks, and Homer. He served in the Bethel DAO, the Dillingham DAO, and the Anchorage DAO. At the Anchorage District Attorney's Office, Mr. Skidmore served as a misdemeanor unit trial attorney, property unit trial attorney, property unit supervisor, violent crimes unit trial attorney, and violent crimes unit supervisor.

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He served as the Supervisor for the Office of Special Prosecutions before being named the Director of the Criminal Division. As Director he is now responsible for policy development and implementation statewide, overseeing the budget for the Criminal Division, and managing 12 District Attorney Offices, the Office of Special Prosecutions, the Office of Criminal Appeals, and the Criminal Division Central.