



**2021 WIFLE Annual Leadership Training**  
**August 16-19, 2021**  
**Marriott Water Street Hotel**  
**Tampa, Florida**

**Theme:**

***“Real Talk: How to Address Law Enforcement Challenges Through Collective Strength”***

**Tuesday August 17, 2021**

**Leadership Day**

7:00 AM – 7:45 AM

**Mindful Meditation and Yoga**

*Katherine Casteneda, Assistant Special Agent in Charge - Bureau of Alcohol, Tobacco, Firearms, and Explosives and President – WIFLE, Inc., Executive Committee*

Combined to help you cope with the stresses of everyday life, this *class* offers *Mindfulness, Meditation* and *Yoga* in a way to help you cope with the stresses of everyday life, providing great benefits to both your physical and mental health. This class will provide a guided stretch, gentle flow and meditation.

**Classroom 4**

7:30 AM – 4:30 PM

**Registration and Information**

**Registration Desk**

7:30 AM – 8:30 AM

**Continental Breakfast/Coffee**

**Grand Salon F**

7:30 AM – 5:00 PM

**Exhibit Hall**

**Grand Salon F**

7:30 AM – 5:30 PM

**Silent Auction**

**Grand Salons G & H**

Bid on various items, with all proceed benefiting the WIFLE Scholarship Fund.

8:15 AM - 9:30 AM

**GENERAL ASSEMBLY**  
OPENING CEREMONY

**Grand Salons A-E**

PRESENTATION OF COLORS

Tampa Police Department

NATIONAL ANTHEM:

*Corporal Sonja Wise*

*Tampa Police Department*

WIFLE SPEAKERS

- *Catherine W. Sanz, President - WIFLE Foundation, Inc., and Executive Director - WIFLE, Inc.*
- *Jessie L. Lane, Vice President - WIFLE Foundation, Inc., and Deputy Executive Director, - WIFLE, Inc.*
- *Katherine Casteneda, Assistant Special Agent in Charge Bureau of Alcohol, Tobacco, Firearms, and Explosives and President – WIFLE, Inc., Executive Committee*

9:30 AM - 10:15 AM

**LEADING WITH EXCELLENCE**

**Frank Figliuzzi**, *Assistant Director, Federal Bureau of Investigation (Retired)*

In his national best-selling book, ***The FBI Way: Inside the Bureau's Code of Excellence***, Former FBI Assistant Director Frank Figliuzzi delves into the Bureau's standard of excellence by expounding on the seven "C's" – Code, Conservancy, Clarity, Consequences, Compassion, Credibility and Consistency. During this session, Mr. Figliuzzi will share valuable information on how the seven "C's" can change the trajectory of your personal life and your professional law enforcement careers.

10:15 AM – 10:30 AM

**Break**

10:30 AM – 12:00 PM

**Women in Leadership: Believing in Yourself**

- *Moderator: Susan Gibson, Special Agent in Charge (SAC), Drug Enforcement Administration (DEA)*

This is your opportunity to join a "real-time" discussion with experienced female executives and top officials as they share how they have successfully navigated through the challenges and triumphs of their distinguished law enforcement careers. Moderator - SAC Susan Gibson, DEA, will allow the WIFLE audience to delve into the panelists' mindsets on how they confront their critical responsibilities with a keen and distinctive focus on leadership.

**Panelists:**

- *Karin Hoppman, Acting Assistant United States Attorney, Middle District of Florida*
- *Pamela Smith, Chief – U.S. Park Police, Washington, D.C.*
- *Caroline O'Brien Buster, Special Agent in Charge, U.S. Secret Service, Orlando Field Office*

Noon – 1:00 PM

**Lunch Provided**

**Grand Salon F**

1:00 PM – 2:30 PM

## **LEADERSHIP WORKSHOPS**

*Choose from Workshop A (WELI extended session) B, C or D*

### **A. WIFLE EXECUTIVE LEADERSHIP INSTITUTE (WELI): LEADING WITH COURAGE: EMBRACING EMPLOYEES IN A MULTI-INTERSECTIONAL WORKPLACE**

#### **Location:**

**Grand Salon I**

- **Marcia K. Thompson, Esq., Diversity + Inclusion +Equity Consultant**

Everyone is talking about how different employees are from each other in the workplace, and it often takes courageous dialogue to see and understand the differences while embracing the oneness at the same time. As leaders you have an opportunity to change the narrative and perspective on working in a multi-intersectional workplace. Every individual contributor has a perspective on how things should be done or could be done; the ability to harness those ideas and utilize the intelligence, experience, wisdom, and know-how of your workforce is the ultimate goal. So, what can you do as a leader to ensure everyone has a voice, feels valued, inspired, and heard? This session will explore techniques, tools, and research on how to improve organizational cohesion across the many intersectionality's of our diverse workspaces and build engaged teams that see value in the diversity of their colleagues.

WIFLE Executive Leadership Institute (WELI): This seminar requires pre-registration and is open to GS-13, 14, 15 and SES (federal) or the equivalent rank (local and state). The seminar is an immersive facilitated session for up to 40 participants. The WELI extended session will be held from 1:00 p.m. – 5:00 p.m., with a scheduled break.

*If not participating in WIFLE Executive Leadership Training, choose B, C or D.*

Pre-Registration Required      Class Limit: 40

### **B. UNCONSCIOUS BIAS**

**Meeting Room 5&6**

*Carolyn Jean McMillon, MA, ACC - ASK-Coaching-Training-Consulting,  
The Power of 3, LLC*

What is it and where does bias come from anyway? If you have a BRAIN you are bias. From a neuroscience perspective, our brain plays a significant role when it comes to how we engage with one another. Our brain is wired to process everything we encounter in relations to our preferences, beliefs, reasoning, imagination, feelings, emotions and our perceptions. This seminar will help you define the concept of unconscious bias, understand where bias comes from, how to identify bias, how bias shows up in the workplace and what behaviors you can implement to minimize the negative effects of bias. Understanding bias is the first step to managing it.

### **C. HOW TO NAVIGATE YOUR CAREER IN A MALE-DOMINATED CULTURE AT A FEDERAL AGENCY**

**Grand Salon A-E**

*Joanna Friedman - Partner at the Federal Practice Group*

This presentation will equip federal law enforcement officers with information on how to best be able to navigate their careers at federal agencies that have a male-dominated culture in leadership. The presentation will cover what supervisors do daily that either keeps them from getting sued or not. It will instruct employees what clues to look for in an agency that may make them aware of whether or not they are working in a poor culture. The presentation will provide examples of women who have successfully navigated things like harassment and more importantly how to proactively help yourself if you think your career will ultimately be in peril for no reason other than your gender.

**D. LEVEL THE PLAYING FIELD: ARE LAW ENFORCEMENT POLICIES AND PRACTICES RIGGED ABOUT WOMEN AND MOTHERS? Grand Salon J**

*Dione Neely, Former Assistant to the Special Agent in Charge (Retired), U.S. Secret Service*

1:30 PM – 5:00 PM

**CAREER DAY – OPEN TO THE PUBLIC\***

**Grand Salon F**

- *Hosted by the U.S. Marshals Service*

**Career Day Classes**

**Meeting Room 4**

Join us for this unique opportunity to meet with law enforcement representatives and get first-hand information on law enforcement jobs and other positions in the Federal workplace.

\*The WIFLE Career Day event will feature Facebook Live interviews with various law enforcement agencies and private sector organizations hosted by Shaw, Bransford & Roth, Federal Employment, P.C.

**3:00 PM – 3:15 PM**

**Break**

**3:15 PM – 4:45 PM**

**LEADERSHIP WORKSHOPS**

**A. LEADING WITH COURAGE: EMBRACING EMPLOYEES IN A MULTI-INTERSECTIONAL WORKPLACE (Continued)**

**Grand Salon I**

*(Continuation of 1:00 p.m. WIFLE Executive Leadership Institute - (WELI).*

**B. UNCONSCIOUS BIAS**

**Meeting Rooms 5-6**

**C. HOW TO NAVIGATE YOUR CAREER IN A MALE-DOMINATED CULTURE AT A FEDERAL AGENCY**

**Grand Salon A-E**

**D. LEVEL THE PLAYING FIELD: ARE LAW ENFORCEMENT POLICIES AND PRACTICES RIGGED ABOUT WOMEN AND MOTHERS?**

**Grand Salon J**

*(Repeat Sessions: See above for full descriptions)*

5:30 PM – 7:30 PM

**WIFLE MEMBERS/NEW MEMBERS RECEPTION**

Location: TBD

Hosted appetizers and a beverage of your choice (water, soda, beer or wine) are provided. Please join us for this important networking event, designed to promote and expand your professional contacts.

**Special Event: WIFLE's New Members Reception will feature "An Evening with Author Jean Kanokogi.** Jean is the co-author of her mother's story, *"Get up & Fight" the memoir of Rusty Kanokogi*" She has authored numerous mental health and law enforcement related articles in various professional publications & also publishes a column in the Eighteen Eleven Journal, with a readership of over 36,000. One of her treasured experiences includes consulting on the television program "Law and Order, Special Victim's Unit."