



**2022 WIFLE Annual Leadership Training
August 8- 11, 2022**

Sunday August 7, 2022

4:00 – 6:00 PM

Early Check-In

Welcome to WIFLE's Annual Leadership Training!

Location: Grand Ballroom Foyer

Monday - August 8, 2022: Professional Development

7:30 AM – 5:00 PM

Check-In

Welcome to WIFLE's Annual Leadership Training!

Location: Grand Ballroom Foyer

8:30 AM – 12:00 PM

Surviving Leadership: What We Do that Could Undermine Success

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

Location: Gila

“The choices you make today will determine what you will be, do or have tomorrow.”

Zig Ziglar

Regardless of our professional status, none of us are exempt from engaging in actions that have the tendency to adversely impact our careers. However, there is good news, you can develop practices that will put an end to the tendency to undermine your career success. The choices you make today, will determine how far you will go tomorrow. During this session, participants will learn impactful strategies to enhance technical and interpersonal capabilities that drive success. Through facilitator led discussions and thought-provoking interactive engagements, participants will learn how to recognize the inner career saboteur and how to strategically put an end to unproductive and unwanted behavior. **Pre- Registration Required: Class Limit 40**

8:30 AM – 5:00 PM

Resume and Structured Interview Workshop

Operations – Employee Engagement and Organizational Culture Division

Team of CBP Trainers: Marsha Adrien, Dawn Caltagirone, Lora Ciccirelli, Tinesha Cherry, Nicole Landen, Jennifer Tuck

Location: Salon 1-2

This 8-hour Resume and Structured Interview Workshop will assist attendees with writing a competitive Federal resume that demonstrates work experience using core competencies, powerful action words, and strong and quantifiable accomplishments, and provide tips and information on how to prepare for a structured interview. This workshop will cover resume and interview basics and will help you

present your knowledge, skills, and experience in a way that will help you stand out. There will be open group dialogue on the hiring process, breakout sessions that will allow for resume reviews by various leaders, and an opportunity to create your elevator pitch, along with mock interview breakout sessions. Advancement to higher graded positions is extremely competitive, so the key to getting promoted is marketing yourself and understanding the fundamentals of the hiring process. This workshop will help you highlight your best qualities and technical skills. *Pre-Registration Required Class Limit: 40

8:30 AM – 5:00 PM

Location: Salon 3-4

Is the Senior Executive Service (SES) for Me?

Dr. Willidean Wilkerson, Faculty Liaison, Graduate School USA

Wonder whether to set your sights on the federal Senior Executive Service (SES)? If so, this session will take participants through a broad look at what the SES is, what are the rewards and challenges, the skills, and career paths needed for advancing to the Senior Executive Cadre. In addition, targeted information on understanding the Office of Personnel Management (OPM) Executive Core Qualifications (ECQs) will be presented. The Executive Core Qualifications are required for entry to the Senior Executive Service and are used by many departments and agencies in selection, performance management, and leadership development for management and executive positions. Participants will hear directly from a panel of current and former senior executives as they share *the good and bad* of being an executive and ask candid leadership questions. Pre- Registration Required: Class Limit: 40

5:30 – 7:30 PM

Location: Pueblo

Welcome Reception/Exhibit Hall Preview/Silent Auction

Hosted appetizers and a complimentary beverage will be provided including water, soda, beer, wine or a special WIFLE drink. A full cash bar is available.

Tuesday - August 9, 2022:

Leadership Day

7:00 – 7:45 AM

Location: Pima

Mindful Meditation and Yoga

Katherine Eberhardt, Chief, Firearms Operations Division, Bureau of Alcohol, Tobacco, Firearms and Explosives – Immediate Past President, WIFLE, Inc., Executive Committee

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

7:30 AM – 4:30 PM

Location: Grand Ballroom Foyer

Check-In and Information

7:30 – 8:30 AM
Location: Pueblo

Continental Breakfast/Coffee

7:30 AM – 5:00 PM

Exhibit Hall

Location: Pueblo

7:30 AM – 5:30 PM
Location: Salon 5-8

Silent Auction

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

8:15 - 9:30 AM

General Assembly

Opening Ceremony

Presentation of Colors U.S. Customs and Border Protection (CBP)
Tucson Field Office

Location: Grand Ballroom

CBP Officer Maria Garci CBP
Officer Shanunda Brewer CBP
Officer Rosa Salas
CBP Officer Lourdes Mena CBP
Officer Jenna Ramirez

National Anthem CBP Officer Sasha Levine

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.*
- *Melissa R. Stormer, President – Special Agent, Air Force Office of Special Investigations, and President - WIFLE, Inc.*

WELCOME REMARKS

- Marvin G. Richardson, Acting Director
Bureau of Alcohol, Tobacco, Firearms & Explosives
- Jeri Williams, Chief of Police – Phoenix Police
Department

9:30 - 10:15 AM

KEYNOTE SPEAKER

Larrisa Knapp, executive Assistant Director
Federal Bureau of Investigation

10:15 – 10:30 AM
Location: Pueblo

Break

10:30 AM – 12:00 PM

**Women in Leadership: A Candid Discussion about the
“View from the Top”**

Location: Grand Ballroom

Moderator: Lynda R. Williams, Deputy Assistant Director (Retired)
U.S. Secret Service, Professor of Criminal Justice Administration,
Middle Tennessee State University and Past President, National

Organization of Black Law Enforcement Executives (NOBLE)

Panelists:

- Pamela A. Smith, Chief Equity Officer, Metropolitan Police Department
- Kim E. Campbell, Deputy Sergeant at Arms, U.S. House of Representatives
- Darnelly De Jesus, Deputy Assistant Director, U.S. Secret Service
- Jessica Taylor, Director – Criminal Investigation Division, Environmental Protection Agency

12:00 – 1:00 PM

Location: Pueblo

1:00 – 2:30 PM

**Location:
Salon 1-2**

Lunch Provided

Leadership Workshops

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

A. WIFLE Executive Leadership Institute (WELI): Border Wars: Breaking through Barriers to Greater Impact *Kumar Kibble, Executive Coach and Principal, GuideQuest, Elizabeth B. Schmelzinger, Senior Consultant, GuideQuest www.guidequest.com*

This course emphasizes self-reflections and small group discussions framed by key principles of leadership. Participants will gain clear direction after looking introspectively to determine the following: Purpose and Meaning; Resilience; Influencing and Negotiating; Developing Others, and Action Planning. Leadership at all levels should result in determining one's ability to understand the equities, stakeholders and through credibility and knowledge – influence their decision-making by managing up and partnering with peers so their actions positively impact direct reports.

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.

**Pre-Registration Required
Class Limit: 40**

Location: Salon 3-4

B. Don't Hold People Accountable – Develop Accountable People

Janice Hale-Harris, Senior Consultant, Arbing Institute

The leadership skill executives most often say they wish their leaders possessed is the skill of holding people accountable. But, if we were to hold people accountable, then our people are not being accountable. The actual most important leadership skill is the skill

of developing accountable people. Specifically, participants will learn:

1. The major problem underlying our efforts to hold people accountable.
2. The required conditions for developing self-accountable people.
3. A simple but powerful self-accountability model that can be applied to immediately.

Traditional performance evaluations focus on capabilities and effort, however, to be fully accountable, we must answer for our impact. In this session, we will explore how to measure our impact – and how mindset affects our efforts to improve impact.

Location: Gila

C. Own Your Success: Taking Stock of Your Career Accomplishments – Women in Law Enforcement

Janelle Miller, Section Chief in the Directorate of Intelligence, Federal Bureau of Investigation (Retired)

Rachel Rojas, Assistant Director, Federal Bureau of Investigation, Insider Threat Office

MaryJo “MJ” Thomas, Director of Security, General Dynamics – Bath Iron Works

Women are underrepresented in law enforcement and the security industry. They opportunities for women in security are endless, and they should be encouraged to develop their expertise, network, set aspirational goals, and lead by example. However, women self-promote significantly less than men.

Research shows self-promotion is a critical factor in being hired, promoted, and getting bigger raises and bonuses in the private sector. Have you stopped to recognize and review your career accomplishments? How do you react when others say to you – “You must be so proud of your career!” Women in law enforcement need to get comfortable highlighting their strengths and successes. A woman being assertive and self-confident are traits to be embraced. Self-advocate and embrace your authenticity.

Location: Maricopa

D. What Your Inner Critic Doesn’t Want You to Know: Unconscious Beliefs that Hold Women Back

Col. Brenda Dietzman, (Retired), Sedgwick County Sheriff’s Office and Chief Executive Officer, Wayfinder Consulting, LLC

Women are underrepresented in law enforcement and particularly in leadership positions. There are external factors that play a role in this, but the core of this presentation will examine the unconscious actions and beliefs that can hinder women’s development and success in our chosen profession. We will explore how imposter syndrome stifles women’s careers and how to overcome the feeling that they’re not quite ready for that promotion or project. Learn how to overcome the daily battle with the inner critic that reinforces insecurities and how speech and body language can dictate how women are perceived. We will also discuss family planning, relationships, perfectionism, mentoring and how we can all better

support the women in our organizations *and* our lives.

2:30 – 2:45 PM

Break

2:45 – 4:15 PM

Leadership Workshops

Location: Salon 1-2

A. WIFLE Executive Leadership Institute (WELI): Border Wars: Breaking through Barriers to Greater Impact

Location: Salon 3-4

B. Don't Hold People Accountable – Develop Accountable People

Location: Gila

C. Own Your Own Success: Taking Stock Over Your Career Accomplishments – Women in Law Enforcement

Location: Maricopa

D. What Your Inner Critic Doesn't Want to Know: Unconscious Beliefs that Hold Women Back

1:30 – 5:00 PM

Career Day – Open to the Public

Hosted by the U.S. Marshals Service

Location: Pueblo

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

Location: Havasupai

Career Day Classes

5:30 – 7:30 PM

Location: Salon 1-2

WIFLE Members/New Members Reception

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.

WIFLE's New Members Reception will feature a ***“Captivating Conversation with United States Capitol Police, Assistant Chief Yogananda Pittman!”***

For the first time participants will have the opportunity to hear HERstory and journey of perseverance and resilience as a law enforcement leader of over 20 years. During this conversation Chief Pittman will highlight how she navigated one of the most climactic days in our U.S. history on January 6, 2021. Chief Pittman will share the steps taken throughout her career to reach the highest ranks within her department, additionally she will share what it takes to lead through crisis. Along her journey she will provide tips and insight that will help others become stronger leaders and help prepare for the moments you can't ever truly prepare for. This “WIFLE only” conversation will be one you don't want to miss.

This event will be a moderated conversation with Marcia K. Thompson, Esq., Director, Community Investment (Amazon -

PXT/CS)

Wednesday, August 10, 2022: Law Enforcement and Security

7:00 – 7:45AM

Mindful Meditation and Yoga

Location: Pima

Katherine Eberhardt, Chief, Firearms Operations Division,
Bureau of Alcohol, Tobacco, Firearms and Explosives,
Immediate Past President, WIFLE, Inc., Executive
Committee

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

7:30 – 8:30 AM

Continental Breakfast/Coffee

Location: Pueblo

8:00 AM – 4:30 PM

Registration and Information

Location: Grand Ballroom Foyer

8:00 – 11:00 AM

Exhibit Hall

Location: Pueblo

8:00 AM – 5:00 PM

Silent Auction

Location: 5-8

8:30 AM – 12:00 PM

General Assembly

8:30 – 9:30 AM

A. Changing the Landscape of Hate and Extremism: What Agencies Can Do for their Communities and Members

Angelic Young

*Director of Professional Development, Law
Enforcement Programs*

As the landscape of hate and extremism continues to evolve, join ADL (Anti-Defamation League) for an important discussion about where these threats are and how to combat them. We will look at trends related to bias-motivated violence including hate crimes and extremist activity, as well as how agencies and communities can work together to address these threats. Learn about ADL's new toolkit for police, "Preventing and Rooting Out Extremism Within Law Enforcement." We will discuss the size of the problem, what agencies can do about it, and why this is a critical issue for law enforcement to address.

9:30 – Noon

B. Female Body Armor Advancement AND FBI Adoption of the Ballistic Ridge Fold for all Female Special Agents

Scott Patterson, Supervisory Special Agent, Director of

Research, Ballistic Research Facility, Federal Bureau of Investigation

This presentation will discuss the history of soft body armor testing (National Institute of Justice (NIJ) & Federal Bureau of Investigation (FBI); overt and covert armor development for the FBI and Drug Enforcement Administration (DEA); how the FBI identified risk areas specific to female armor; development of the Ballistic Ridge Fold; overall changes to FBI female body armor; and the FBI decision to change out every set of female soft body armor with female specific integrated protection enhancements.

10:30 – 10:45 AM
Location: Pueblo

Break

12:00 – 1:00 PM
Location: Pueblo

Lunch Provided

1:00 – 2:30 PM

Law Enforcement and Security Workshops

Choose from Workshop A, B, C, D, E

Location: Salon 1-2

A. Legal Updates and Looking to the Future: Trending and Recent Court Decisions on Case Law Impacting Law Enforcement

Amanda Barak, Attorney-Advisor & Senior Instructor

Federal Law Enforcement Training Division (FLETC) – Legal Training Division

Leanne Polk, Attorney-Advisor & Senior Instructor, Federal Law Enforcement Training Center (FLETC) – Legal Division

While most law enforcement officers remember the majority of their training, sometimes it helps to get a quick refresher, especially since there are topics that have been – or will be – addressed whether the unsuccessful attempt to detain a suspect by the use of physical force constitutes a seizure under the Fourth Amendment. This workshop will address trending issues and recent court decisions on case law impacting law enforcement, in addition to discussing specific case law fundamentals relevant to law enforcement.

Location: Salon 3-4

B. Domestic Violent Extremist: Understanding the Threat and Utilizing the Threat Assessment Approach to Prevent Targeted Violence

Dr. (Maj.) Heather L. Morris, Investigative and Operational Psychologist, Air Force Office of Special Investigations, Quantico, Virginia

This workshop will examine the current threat from Domestic Violent Extremists (DVEs) and how law enforcement agencies can mitigate the threat DVEs pose to society by utilizing behavioral threat assessment and management. Dr. Morris will introduce an

evidence-based approach to identify, assess, and manage threats from DVEs in order to prevent acts of targeted violence.

Location: Gila

C. Law Enforcement Officer Involved Intimate Partner

Violence

Dave R. Thomas, Program Manager, International Association of Chiefs of Police

Over the last few years, law enforcement has taken a serious look in the mirror and come to the realization that it must both look at and address intimate partner violence within its own ranks. This workshop explores the topic of intimate partner violence when the perpetrator and/or victim are a law enforcement officer. Based on work done since 1999 by the International Association of Chiefs of Police, the training delves into the various challenges faced in these types of cases as well as how agencies can effectively respond to these challenges.

Attendees will be taken through a brief case study involving an actual officer involved intimate partner violence incident as well as provided with some of the inherent liability issues involved. Finally, the student will receive an overview of the Policy Components; Agency and Individual Officer Responsibilities; and Administrative/Criminal Investigative Guidelines.

Location: Maricopa

D. Optimizing Law Enforcement Officers Through Resiliency, Fitness, and Control Tactics

Vic Zuege, Special Agent, U.S. Air Force Office of Special Investigations (Retired)

Matthew Nick, Law Enforcement Specialist – Physical Techniques Division (PTD)

Are less-fit officers more likely to use excessive force? What is the difference between ineffective force and excessive force?

These questions can be difficult to answer and even more difficult to correct. FLETC PTD instructors propose that the answer lies in a combination of fitness, resiliency, and control tactics training which is grounded in a research-based curriculum approach. With time being a valuable resource, the presentation will provide law enforcement supervisors, policy makers, and practitioners a manageable plan to maintain a more prepared work force. This triad translates directly to a better quality of life, less chance for injury, faster recovery in the event of an injury, and a high level of effectiveness during police/civilian encounters.

Location: Havasupai

E. A Conversation on Civil Rights, Equity and Reform

Cynthia M. Deitle, JD LLM, Director – Associate General Counsel, Civil Rights – Meta

Marcia K. Thompson, JD, Director - Community Investment PXT Central Science - Amazon

In the past few years, our country has seen its communities rocked by civil unrest, hate-fueled violence, and demonstrations, most involving some aspect of law enforcement

action, inaction, or reaction. We've also seen how misinformation and disinformation can spread quickly exacerbating distrust and division in our neighborhoods. We've watched sometimes in awe and wondered what we can do in our respective roles to advance reform, build communities of trust, and strengthen legitimacy and ensure accountability. This session will explore these topics as the facilitators discuss applicable federal laws, police reform, and strategies relating to community outreach during times of civil unrest and conflict. The facilitators are nationally recognized subject matter experts in civil rights, diversity, equity, and inclusion, criminal justice reform and police misconduct. The session will be interactive as the facilitators will encourage the attendees to share their experiences and best practices. As we prepare for more civil unrest following the Supreme Court decisions to overturn Roe v. Wade and loosen gun control laws, and leading up to the midterm elections in November, all law enforcement officials need to be aware of these emerging issues.

2:30 – 2:45 PM

Break

2:45 – 4:15 PM

Law Enforcement and Security Workshops

Choose from Workshop A, B, C, D, E

Location: Salon 1- 2

**A. Legal Updates and Looking into the Future:
Trending and Recent Court Decisions on Case
Law Impacting Law Enforcement**

Location: Salon 3-4

**B. Domestic Violent Extremist: Understanding the Threat
and Utilizing the Threat Assessment Approach to Prevent
Targeted Violence**

Location: Gila

**C. Law Enforcement Officer Involved Intimate Partner
Violence**

Location: Maricopa

**D. Optimizing Law Enforcement Officers Through
Resiliency, Fitness, and Control Tactics**

Location: Havasupai

**E. A Conversation on Civil Rights, Unrest, Equity, and
Reform**

5:45 – 6:45 PM

Location: Melinda's Alley

Pre-Awards Ceremony / VIP Reception

For award recipients, agency heads and invited guests only.
Sponsored by TR Special Services.

7:00 – 9:30 PM

WIFLE Awards Ceremony and Dinner

Location: Grand Ballroom

Thursday August 11, 2022: You and Your Federal Career

7:00 – 8:15 AM

WIFLE Annual Business Meeting

Location: Salon 1-2

7:30 – 8:30 AM

Continental Breakfast/Coffee

Location: South Ballroom

8:30 – 10:00 AM

Expect the Best, But Prepare for the Worst / Retirement Planning for FERS and FERS Law Enforcement

*Tammy Flanagan, Senior Retirement Director,
National Institute of Transition Planning, Inc.*

Location: Grand Ballroom

Are you a "glass half full" or "glass half empty" kind of person when it comes to thinking about your future retirement? The opportunity for a financially comfortable retirement. However, there can be pitfalls along the way. This session will explore the basics of what it takes to retire from federal service under FERS and FERS Law Enforcement but will also provide fair warning of the things that can trip you up and derail your plans. Learn the top tips for preparing to retire with income streams from your FERS basic annuity, Social Security retirement / FERS supplement, and income from your retirement savings in the Thrift Savings Plan. Be aware of the hazards along the way so that you can have a smooth transition to your life after retirement!

9:00 AM – 12:00 PM

Pick Up Silent Auction Items

Location: Salon 5-8

10:00 – 10:15 AM

Break

10:30 AM – 12:00 PM

Wake Up! Law Enforcement Sleep Strategies

Jean Kanokogi, Ph.D., Director of Mental Health and Peer Support, Federal Law Enforcement Officers Association (FLEOA)

Location: Grand Ballroom

Although the amount of sleep required for good health varies by person, there is no dispute that the lack of quality sleep takes a toll on a person. This session intends to highlight how you may be affected by sleep deprivation and how it affects the body physically and psychologically. The presentation will incorporate ways to address better sleep habits and coping mechanisms for when the lack of sleep takes its physical and emotional toll.

12:00 – 1:00 PM

Lunch on Your Own

1:00 - 2:00 PM

How Leaders Can Create Suicide Safe, More Resilient Workplaces

Paul Bertrand, Special Agent, Federal Bureau of Investigation (Retired), Military Community Development Consultant at LivingWorks Education

Location: Grand Ballroom

Resilience and suicide prevention are popular topics these days. This is good, but unfortunately, the focus is usually only on individuals becoming more resilient, and where individuals can turn for help if they're contemplating suicide. This workshop will look at what leaders can do to create healthy, resilient environments in their workplaces, and how they can provide their employees with the skills and confidence necessary to keep each other safer from suicide.

2:00 – 2:15 PM

BREAK

2:15 – 4:30 PM

FLASH MENTORING

Location: Grand Ballroom

*Jessie L. Lane, Vice President, WIFLE Foundation, Inc.,
Deputy Executive Director WIFLE, Inc.*

WIFLE's Flash Mentoring session gives conference attendees an opportunity to meet "face-to-face" with high-ranking law enforcement executive and officials to discuss how to further enhance your current and future career aspirations in the field of law enforcement. You will certainly benefit from this transfer of experiential knowledge following this two-hour networking session.