



THE OUTWARD MINDSET - CASE STUDY



Jack Colwell
Director of Public Safety Practice
Arbinger Institute

The Outward Mindset offers the gift of awareness, not perfection - it is nonetheless compelling. When leaders become self-aware and begin to hold themselves accountable for the impact of their leadership upon all those affected, something amazing begins to happen. Silos, blindness, blame, and resistance, along with the resulting justifications for hostility, disengagement, and low morale, start to disappear as awareness, collaboration, accountability, innovation, and productive engagement increase.

This presentation being provided by Jack Colwell (Director of Public Safety Practice) and Charles "Chip" Huth (Senior Consultant) of the Arbinger Institute will introduce you to the core concepts of The Outward Mindset, along with essential tools and frameworks you can utilize at home and work.

Jack retired after nearly 29 years from the Kansas City (MO) Police Department. His duties included patrol, S.W.A.T., investigations, professional training, leadership and organizational development. Jack served the end of his career as the co-founder of the Regional Police Academy's, Leadership Academy. He is the coauthor of the book "Unleashing the Power of Unconditional Respect: Transforming Law Enforcement and Police Training-CRC Press" (June 2010). Various agencies and academies around the country use this book as part of promotional exams and training.

Jack is a recognized subject matter expert in human factors and mindset applications in law enforcement and public safety. He has advised and consulted in writing curriculum for various agencies. He enjoys speaking and training frequently with numerous public safety organizations around the country.

In addition to serving as a senior consultant with Arbinger, Charles "Chip" Huth serves as a Senior Consultant with Arbinger as well being a Major with the Kansas City (MO) Police Department. He has 28 years of law enforcement experience, commands KCPD's Traffic Division, and is the State of Missouri's defensive tactics subject matter expert. He also consults for international law enforcement, military, and corporate clients. He formerly led the Street Crimes Unit Tactical Enforcement Squad and has planned, coordinated, and executed over 2,500 high-risk tactical operations.

Chip's speeches are entertaining and inspiring, linking his law enforcement experiences with Arbinger principles. He leads audiences through powerful stories, weaving in lessons about mindset change and answering the question, "How does this mindset stuff work in real life?" His energy and the applicability of his stories leave audiences excited and motivated to create change in their lives and work.

Chip regularly gives keynotes and other presentations to law enforcement, corporate, government, and other audiences. A few of these engagements include speeches at TEDx, WINx, police departments nationwide, U.S. Army Medical Command, and U.S. Air Force Aviation Commands. Chip is also an accomplished author: He co-wrote Unleashing the Power of Unconditional Respect – Transforming Law Enforcement and Police Training, a textbook used in officer development and graduate programs.



Charles "Chip" Huth
Senior Consultant
Arbinger Institute



"THE MIRACLE ON THE HUDSON" & SITUATIONAL AWARENESS



Dave Sanderson
President & Founder
Dave Sanderson, Int.

When US Airways Flight 1549, or "*The Miracle on the Hudson*" ditched into the Hudson River on January 15, 2009, Dave Sanderson not only survived the "crash" but also started to realize that the moments that made up his life prepared him for what was about to happen.

After the incident, the lessons and strategies that he learned throughout his life were instrumental that day and the days following. He started to realize that one can actually grow from traumatic life experiences and set out on a path to not only share the lessons from that day but practical and implementable strategies anyone can use to not only survive their "personal plane crash" moment but grow and thrive.

Dave will be sharing this changing experience as the Association President's Dinner Banquet keynote speaker. His presentation will explain the key tenets of leadership: resourcefulness and the ability to solve problems by employing focused execution wrapped with gratitude. Dave's presentation will also discuss how vulnerability, courage and bravery can be used to bring out these leadership traits in everyone as well as nine personal leadership lessons you can implement NOW and how to find what your Distinct Advantage.

Dave Sanderson has been a top producer in every organization he has been with, organizations such as ADP, KPMG, CIBER, PeopleSoft and Oracle. Combining his work as the security director for Tony Robbins, and his 30 years' experience in sales and sales management, Dave's "*Situational Awareness*" training presentation on Wednesday will discuss the key distinctions on how you can use non-confrontational approaches to improve your chances when confronted with circumstances that may present a challenging situation. Dave has worked with organizations such as Disneyland to develop a program to not only diffuse situations that may or may not have mal intent but may reduce the financial and public relation exposure for the organization. In this presentation Dave will show you how to:

- Communicate in different modalities
- Manage your mind during a crisis
- Understand why people do what they do





LEGAL UPDATE



Annie Jay
Asst. Attorney General
WI DOJ - DAG

Annie Jay is an Assistant Attorney General in the Criminal Litigation Unit of the Wisconsin Department of Justice where she handles a diverse case-load, including sexual assault, domestic violence and homicide as well providing training to law enforcement and prosecutors statewide. Ms. Jay previously worked as an Assistant District Attorney in the Kenosha Co. District Attorney’s office in Wisconsin prosecuting crimes from burglary and drug delivery to sexual assault and stalking.

In 2011, Ms. Jay received the Lee and Lynn Copen Family Justice Award from Women and Children’s Horizons in Kenosha for her work with victims of domestic violence and sexual assault. She has a Bachelor’s degree in Political Science with a minor in German from the University of Delaware and received her J.D. from the University of Wisconsin.



CRISIS COMMUNICATION & LEGAL UPDATE



Kyle Gulya
Attorney
von Briesen & Roper, S.C.



Kyle Gulya is a Shareholder in the Labor and Employment Law Section. Kyle advises both public employers with employment and labor related issues including regulatory compliance, antidiscrimination practices, contractual and workplace policy matters, and personnel management. He handles numerous aspects of labor management relations from advising clients during union organizing campaigns to serving as chief negotiator during collective bargaining negotiations. He also advises clients regarding complex internal investigations and effectively resolving personnel disputes. Kyle frequently advises clients regarding employment agreements, independent contractor agreements and confidentiality agreements.

Kyle has extensive experience involving the unique employment and labor related issues faced by Police, Fire, Sheriff’s Departments and Commissions. Kyle works closely with law enforcement professionals regarding management-side labor-and employment-related issues. Kyle is very proud of his relationships with the WCPA and the WPLF.

Kyle frequently presents on labor-and employment-related issues throughout Wisconsin and nationally. Kyle has also written numerous articles regarding labor-and employment-related issues, Wisconsin’s Public Records Law, and Wisconsin’s Open Meetings Law.

In 2011, the National Public Employer Labor Relations Association awarded Kyle with the NPELRA Pacesetter Award for his work in conducting supervisor training programs for the WIPublic Employer Labor Relations Association.



JAYME CLOSS ABDUCTION - CASE STUDY



Det. Jeffrey Nelson
Barron Co. Sheriff's Office

On October 15, 2018, Jake Patterson abducted 13-year-old Jayme Lynn Closs from her family's home in Barron, WI after forcing his way inside and fatally shooting her parents. Patterson took Closs and held her in captivity for 88 days until she heroically escaped.

This case study is being provided by lead investigators of the Barron Co. Sheriff's Department, the Wisconsin DOJ's Div. of Criminal Investigations (DCI) and the FBI and will detail how they were able to co-manage the case. This case study will also detail the successful prosecution of Patterson despite challenges and difficulties encountered during the process.

Detective Jeffrey Nelson is an experienced law enforcement officer with the Barron County Sheriff's Department in northwest Wisconsin. Detective Nelson has over 24 years of law enforcement experience and has served as a major crimes Detective for the last 17 years. He has been involved in multiple death and homicide investigations in his career and has also worked on drug task forces and general investigations. Detective Nelson was also a recent recipient of the 2019 Meritorious Service Award from the Wisconsin Association of Homicide Investigators Association. Detective Nelson currently serves as the Tactical Team Commander for the Barron/Rusk County regional Emergency Response Team (ERT), the Director for the Wisconsin Law Enforcement Officers Association (WLEOA) and the President of the Barron Area School District - Board of Education.



S/A Joe Welsch
WI DOJ - DCI

Special Agent Joe Welsch has been employed in law enforcement for over 29 years. For 16 years, S/A Welsch was employed by the Sauk County Sheriff's Office (WI) where he worked in the patrol and detective divisions. For the last 4 years while working at the Sauk County Sheriff's Office, S/A Welsch supervises criminal investigations. Welsch has been employed as a Special Agent with the WI DOJ Div. of Criminal Investigations (DCI) for the past 13 years. S/A Welsch is currently assigned to the Major Crimes Bureau, where his primary responsibilities involve investigating homicides, child abductions and officer-involved deaths. He has been assigned as lead investigator in several high-profile homicides and death investigations.



WI ATTORNEY GENERAL UPDATES & INFORMATION



Josh Kaul
Attorney General
WI DOJ - DAG

Josh Kaul was sworn in as Wisconsin's 45th Attorney General on January 7, 2019. Josh's top priority is public safety. Under his leadership, the Wisconsin Department of Justice has worked to combat the opioid epidemic and the increasing use of meth in Wisconsin, to make our schools and communities safer from gun violence, and to pass legislation designed to prevent Wisconsin from having another backlog of untested sexual assault kits. Josh is also committed to fighting for clean and safe drinking water and against climate change and to protecting the rights of Wisconsinites.

Josh served as a federal prosecutor in Baltimore, where he prosecuted murderers, gang members, and drug traffickers. After moving back home to Wisconsin, he worked to protect our right to vote, going to court to challenge restrictions on voting.

Josh grew up in Oshkosh and Fond du Lac. He went to college at Yale, majoring in history and economics and graduating with honors. He then attended Stanford Law School, where he served as President of the Stanford Law Review.

HOW EAP CAN HELP DEPARTMENTS



Holly Hakes
Executive Director
REALiving

Holly Hakes is a Licensed Professional Counselor (LPC). She is the Executive Director of REALiving, a company that offers an Employee Assistance Program (EAP) which includes specialized components designed for Emergency Services Workers (LEO, corrections, dispatch, EMS, fire). REALiving's EAP has 14,000 participating employees, 2,200 of which work in the emergency services field. Holly's clinical practice exclusively serves emergency services workers and their families. She supports clients through both personal and professional struggles including post-incident supports.

Holly has a master's degree in counseling from the University of Wisconsin-Stout and a bachelor's degree in criminal justice from the University of Wisconsin-Eau Claire. She brings a diverse background of personal and professional experiences to the table fueling her passion for the emergency services industry. Holly lives in Chippewa Falls, WI and has been married to a recently retired law enforcement officer for 28 years. Lee Hakes retired after 27 years of experience in the field. He has since joined the team at REALiving to assist in providing supports to the industry. Holly and Lee have three children, Taylor (21), Iris (18)