



**2016 Joint OACP/OSSA
Fall Leadership Conference
Presenters**

VALOR INITIATIVE

The VALOR Initiative's mission is to improve the immediate and long-term **safety, wellness, and resiliency of law enforcement**. Since public safety and officer safety are intrinsically bound, VALOR also seeks to provide officers with tools to help **increase trust and nurture legitimacy** with the public. Sponsored by the U.S. Department of Justice, Bureau of Justice Assistance, the VALOR Initiative seeks to achieve its goal through a multifaceted approach that includes the delivery of training, research, resources, and partnerships that benefit 21st century law enforcement.



Resources

Utilizing a variety of platforms, VALOR serves as a "one-stop shop" for officers seeking information to improve their safety, wellness, and resiliency. These resources provide officers with the tools needed to stay at the forefront of policing concerns.

- Web Portal (www.valorforblue.org)
- Online Training
- Podcasts
- Articles
- Social Media
 - Facebook (<http://www.facebook.com/valorforblue>)
 - Twitter (@valorforblue)
- VALOR Mobile app
- Webinars
- Newsletters
- Bulletins



Training

Since the inception of the initiative, more than 22,000 law enforcement professionals have participated in VALOR training. Each on-site event, available at no cost, focuses on new, emerging training topics, including:

- Identifying dangerous situations
- Applying de-escalation and crisis-intervention techniques
- Implementing casualty care and rescue tactics
- Emphasizing professional policing standards
- Improving wellness and resiliency

Partnerships

The VALOR Initiative collaborates with several organizations to expand the availability of officer safety-related training, research, and resources.

ALERRT: VALOR partners with Texas State University's Advanced Law Enforcement Rapid Response Training (ALERRT) Program to provide active shooter response training and research related to active shooter events for law enforcement.

NLEOMF: VALOR partners with the National Law Enforcement Officers Memorial Fund (NLEOMF) to conduct a variety of programs and events designed to raise awareness of law enforcement service and sacrifice, promote officer safety, reduce injuries and fatalities, and increase public support for the law enforcement profession. Together, VALOR and the NLEOMF provide the Destination Zero Program, which delivers model officer safety, wellness, and traffic safety programs and resources to law enforcement agencies across the nation.



Research

VALOR continues to conduct research to identify current trends related to health, wellness, and safety concerns for law enforcement officers, as well as update and expand information obtained in previous studies focused on the **dynamic interactions among officers, offenders, and the circumstances during line-of-duty assaults**. The information collected from ongoing research is incorporated into training and technical assistance delivered on-site, as well as resource materials provided in printed form and/or through the VALOR Web Portal.

Connect with VALOR

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VALOR Essentials Training

Course Plan

COURSE TITLE:	VALOR Essentials
COURSE DESCRIPTION:	<p>The VALOR Essentials course is comprehensive training that enhances law enforcement officer safety by addressing topics that focus on emerging threats and challenges that officers routinely face in the line of duty. Topics explore concepts such as the interaction of the officer, offender, and the situation, known as “The Deadly Mix,” identifying concealed weapons and pre-incident indicators of a potential assault. Other topics include recognizing and defusing / de-escalating dangerous situations, implementing casualty care and rescue-training tactics, and implementing professional policing and balancing the roles of protector, scholar, and statesman. Additional topics stress the importance of protecting and improving the health and well-being of law enforcement officers and, consequently, the communities they serve. Lastly, select instructors offer their firsthand accounts of surviving armed encounters. These motivating presentations tie all of the previous topics and concepts together.</p> <p>This course is delivered in person over 2½ days in regionally prescribed locations, with the goal of accommodating between 50 and 400 state, local, and tribal officers per session. VALOR training is funded by the U.S. Department of Justice, Bureau of Justice Assistance.</p>
COURSE PURPOSE:	<p>The goal of the VALOR Essentials course is to improve immediate and long-term health, wellness, and safety of law enforcement professionals through the continued development and delivery of knowledge- and skills-based training and provision of technical assistance that is supported by ongoing relevant research.</p>

Speaker Topics

- ▶ The Fair and Impartial Policing Challenge- An Action Plan - **Scott Cunningham**
- ▶ Introducing the VALOR Initiative- **Randy Goodson**
- ▶ Capable and Competent 21st Century Leadership - **Dr. Roy Alston**
- ▶ Enhancing your Resiliency- Thriving in Leadership - **Dr. Olivia Johnson**

Roy E. Alston, Ph.D.



Roy E. Alston, Ph.D., serves as a lieutenant with the Dallas, Texas, Police Department (DPD). He began his career with the DPD in August 2003, serving as a patrol officer. After completing his doctorate degree, Dr. Alston was assigned to the DPD In-Service Academy, where he was a training coordinator and a departmental expert in leadership development for law enforcement. While at the In-Service Academy, he developed the police officer's leadership development series. Dr. Alston has also served as a watch commander in the Communications Unit, overseeing the 9-1-1 Call Center and the Dispatch Center. As a lieutenant, Dr. Alston also served as the commander of the Bexar Street Satellite Police Station and was responsible for the Southeast Patrol Division's neighborhood police officers, the Dallas Housing Authority officers, the crime response teams, and the deployment teams. While serving as a sergeant, Dr. Alston served as a patrol supervisor in the Central Patrol Division.

Dr. Alston is the author of three leadership books, including *The Leader's Compass for Law Enforcement Professionals: A Values-Based Approach to Influencing People, Accomplishing Goals, and Improving Your Organization*. Dr. Alston served in the U.S. Army as a commissioned officer with the 82nd Airborne Division and served in combat with the 1st Battalion of the 319th Field Artillery Regiment during the first Gulf War. He is a graduate of the U.S. Army's Ranger School, the Airborne School, the Jungle School, the Field Artillery Officer's Basic Course, and the Field Artillery Officer's Advanced Course.

Dr. Alston earned his doctorate degree in management, with a specialization in leadership and organizational change, from Walden University in 2010 and earned his master of business administration degree from Indiana Wesleyan University in 2003. He is a 1989 graduate of the United States Military Academy at West Point, where he earned a degree in behavior science and leadership.

Roy E. Alston, Ph.D.

Capable and Competent 21st Century Leadership

This presentation seeks to reinvigorate those who have chosen law enforcement as their profession. By revisiting the officer's oath of office and the commitment made; reviewing the terms "profession" and "professional"; and examining the various aspects of being a 21st century guardian, officers will gain insight into and a renewed understanding and appreciation for what it takes to stand as capable and competent professionals in today's world of modern policing.

Course Takeaways

- ▶ Utilize two of the most common reasons for success in law enforcement operations—clear and well-established communications and decisive and discernible operational leadership.
- ▶ Recognize that legitimacy and procedural justice measure the extent to which members of the public trust police officers and are willing to defer to the law and to police authority.

Olivia Johnson, D.M.



Olivia Johnson, D.M., is the founder of the Blue Wall Institute, an organization dedicated to improving the quality of life for first responders through training and education on the dangers of the job. She currently serves as an instructor and consultant, educating first responders, their families, and administrators on health and wellness, suicide awareness and prevention, peer support, stress and anger management, and leadership. Because of her dedication in raising awareness of the issues faced by first responders, Dr. Johnson was named the Illinois state representative and an active board member for the National Police Suicide Foundation, where she trains, conducts research, publishes articles, and communicates with departments in need.

Dr. Johnson's role with the National Police Suicide Foundation has afforded her invitations to speak at multiple national conferences, including the Federal Bureau of Investigation (FBI) National Academy Associates, Inc.; the International Association of Chiefs of Police; the International Law Enforcement Educators and Trainers Association; the National Interdiction; and the FBI Behavioral Science Unit's Beyond Survival Toward Officer Wellness Symposium. She has also presented for the United States Attorney's Office, the United States Probation and Parole, and the National Alliance on Mental Illness.

Dr. Johnson is a veteran of the U.S. Air Force, in which she served for eight years as an airfield management specialist in the 11th Airlift Squadron and the 458 Airlift Squadron at Scott Air Force Base, Illinois. She worked for four years with the Sandoval, Illinois, Police Department and for a year with the U.S. Department of Veterans Affairs Police Department.

Dr. Johnson holds a doctorate degree in organizational leadership management from the University of Phoenix, School of Advanced Studies; a master's degree in criminology and criminal justice from the University of Missouri–St. Louis; a bachelor's degree in workforce, education, and development from Southern Illinois University; and an associate's degree in administration of justice from Southwestern Illinois College.

Olivia Johnson, D.M.

Enhancing your Resiliency- Thriving in Leadership

In this presentation, learn how to take back control and be responsible for your health and wellness to enhance your officer safety, agency goals, and satisfaction through a work/life balance. In addition, officers will understand the vital role that health and wellness play in their officer safety, departmental morale, and the overall agency mission.

Course Takeaways

- ▶ Stress can either enhance your lives when you handle it effectively or be destructive to your health, job performance, and relationships.
- ▶ Recognizing your personal triggers to anger is essential in controlling your behavior and emotions. Unmanaged stress and anger can lead to other cognitive and behavioral issues.
- ▶ Handling stress in a positive way helps achieve personal satisfaction in both work and personal life.

Randy Goodson



Mr. Randy Goodson is a senior research associate with the Institute for Intergovernmental Research (IIR) and has been a member of the Bureau of Justice Assistance VALOR Initiative since 2014. In 2013, he retired as a special agent with the U.S. Drug Enforcement Administration (DEA) after 23 years of service. During his last tour of duty with the DEA, Mr. Goodson served as a senior instructor at the DEA/Federal Bureau of Investigation Academy at Quantico, Virginia. While at the DEA Academy, he held many instructional positions/certifications, including firearms, tactical/entry, and clandestine laboratory, and was a member of the Administrator's Protection Detail. Mr. Goodson was also the program coordinator/lead instructor for the DEA's Drug Unit Commanders Academy, training law enforcement leaders, supervisors, and managers from agencies throughout the world. He has trained thousands of state, local, federal, and international law enforcement officers throughout his career, including teaching at the International Law Enforcement Academy in Bangkok, Thailand.

Mr. Goodson is a graduate of four law enforcement training academies and has had a comprehensive law enforcement career spanning over 30 years, with experience that includes working as a Florida Fish and Wildlife officer; a Lincoln County, Mississippi, deputy sheriff; and a Mississippi Bureau of Narcotics Metro/Task Force agent. He was also a contractor with the U.S. Department of State, Diplomatic Security Service, Firearms Training Unit, prior to coming to work for IIR.

Mr. Goodson holds a master of education degree from the Curry School of Education, University of Virginia, and a bachelor of science degree in criminology from Florida State University.

Scott Cunningham, Ph.D.

The Fair and Impartial Policing Challenge- An Action Plan



Scott Cunningham currently serves as the Chief of the Kernersville, NC Police Department. He was appointed as Chief in June 2013. Prior to that he served five years as Chief of the Winston-Salem, NC Police Department and for over two years as the Chief of the Cary, NC Police Department. Chief Cunningham spent most of his professional career with the Tampa, FL Police Department where he retired as Assistant Chief over the Patrol and Special Operations Divisions. He has served in virtually all areas and ranks of a police agency. During his tenure, he has implemented numerous programs to enhance community relations, increase community safety, and enhance the overall quality of life. Chief Cunningham holds a BS from Indiana University, an MPA from Golden Gate University and a Ph.D. in Adult Education and Organizational Management from the University of South Florida. He frequently authors articles and makes presentations on various topics including accreditation, pursuits, policies, management, leadership, ethics, and human resources. He is active in the International Association of Chiefs of Police and the NC Association of Chiefs of Police. He has served on various boards and committees with both groups. He is an active team leader for the Commission on Accreditation of Law Enforcement Agencies. Chief Cunningham serves on the NC Criminal Justice Education and Training Standards Commission, the NC Sentencing and Policy Advisory Commission, and the NC Community Corrections Commission.