



Dennis Dashiell, MSW, LICSW

Organizational and Talent Development

Topic: *“Trust-Building Practices Within the Organization”*

Dennis has had decades-long affiliations with over 70 northwest employers: including city, county and university police forces, fire departments and other emergency responders. His professional experience in the Northwest includes organizational development, staff development, leadership & executive coaching, human resources, employee assistance, critical incident management & debriefing (including line of duty death) and mental health practice. Dennis has worked in government municipalities, collegiate, health care, industrial, public education, and nonprofit settings. He currently leads Western Washington University’s Organizational and Talent Development efforts and provides private consulting and training.

Dennis connects to a broad range of audience/stakeholders from many walks of life. He relates leadership and organizational development best practices to common sense everyday experiences.

His specializations include, but are not limited to: trust-building & organizational trust, executive coaching, leadership development, coworker conflict resolution, change management, strategic planning, critical incident recovery, diversity equity and inclusion, and emotional intelligence in the workplace.

Topic: *“Trust-Building Practices Within the Organization”*

“Trust” is an intuitively simple concept in many ways. But how do law enforcement and other leaders operationalize this value? We will explore some important variations on how people think about trust and then look at proven practices that can be used to operationalize, build and maintain trust within your organization. Expert points of reference will include:

- David Marquet (Turn The Ship Around)
- Stephen Covey (Speed of Trust)
- Brene Brown (Dare to Lead)
- John Gottman (The Science of Trust)
- Amy Edmondson (Psychological Safety)

The workshop will include time for discussion with peers about the cost of mistrust as well as events and practices that hurt or help trust within law enforcement agencies.