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Sunday, February 24

4:00pm-6:00pm **Welcome Reception** DoubleTree by Hilton
Adams Park Room

Monday, February 25

7:00am-8:00am Breakfast (hotel guests only) DoubleTree by Hilton
Adams Park Room

8:30am-9:00am **Registration, Orientation, & IACLEA Updates** Augustus B. Turnbull III,
Deana Burke, IACLEA Director of Finance & Administration Florida State Conference Center, Room 214
Welcome from EDI Sponsor
Stephen Aborn, Allied Universal Security Services

9:00am-12:00pm **Building Your Leadership Capacity – Start with Self: Learn from Success and Failure**
Regina E. Romero, Ph.D.
This interactive workshop invites participants to explore who they are as leaders and how personality preferences inform their leadership capacity. Using the Myers-Briggs Type Indicator, Step II, participants will explore their strengths and potential pitfalls in the context of leadership and learning. The challenge for the leader is to continuously learn and evolve and create the environment where others thrive. We will explore barriers to learning from both successes as well as failures, and for those who believe failure is not an option, thing again. There may be some benefits.

10:15am-10:30am Break
12:00pm-1:30pm **Lunch** Suwannee Room, William Johnson Building
Sponsored by Florida State University

1:30pm-3:00pm Romero presentation continued
3:00pm-3:15pm Break
3:15pm-4:30pm Romero presentation concludes
7:00pm *Notre Dame vs. Florida State University Basketball (optional)* Donald L. Tucker Center



Tuesday, February 26

7:00am-8:00am	Breakfast (hotel guests only)	DoubleTree by Hilton Adams Park Room
8:30am-12:00pm	Facilitating Change <i>Chief John Vinson, University of Washington</i> <i>This workshop will be interactive and expose participants to the key elements necessary to be successful as a leader in facilitating change in your respective environments. We will discuss why change fails and utilize Kotter's eight step strategies for implementing change in your organization. "A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be." ~ Rosalynn Carter</i>	Augustus B. Turnbull III, Florida State Conference Center, Room 214
10:15am-10:30am	Break	
12:00pm-12:45pm	Lunch	<i>Delivered to classroom</i>
12:45pm	Class Photo	
1:00pm-3:00pm	Vinson presentation continued	
3:00pm-3:15pm	Break	
3:15pm-4:30pm	Vinson presentation concludes	
5:00pm	<i>Tour of FSU Athletic Center (optional)</i>	

Thank you for participating in the 2019 Executive Development Institute.
Please take a moment to complete a course evaluation.

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Wednesday, February 27

7:00am-8:00am	Breakfast (hotel guests only)	DoubleTree by Hilton Adams Park Room
8:30am-10:15am	Managing Generations in the Workplace <i>Chief David Perry, Florida State University</i>	Augustus B. Turnbull III, Florida State Conference Center, Room 214
	<p><i>Generational differences between yourself, those you lead, and those you report to are an increasingly important aspect of supervision in the workplace. The distinct approaches of different generational mindsets can also play out in relationships. For the first time, we're seeing four distinct generations working side by side in the workplace. Each generation comes with its own values, approaches, attitudes, and work ethics, creating a unique challenge for managers and employees alike.</i></p> <p><i>Are you ready for supervising the next generation? Do you understand how to relate to those generations above and below you in the agency and community? In this training we will explore differences between the four workforce generations and how to build bridges between them to create a productive work team.</i></p> <p><i>Participants will explore the differences between the four workforce generations in the workplace - Veterans, Baby Boomers, Generation X and Generation Y - and how to build bridges between them. They will identify key periods in history with specific generations. They will learn strategies to connect with all employees to improve productivity within their organization.</i></p>	
10:15am-10:30am	Break	
10:30am-12:00pm	Perry presentation continues	
12:00pm-1:30pm	Lunch	<i>Delivered to classroom</i>
1:30pm-3:15pm	Lessons Learned from FSU Active Shooter Event <i>Chief David Perry, Florida State University</i>	
	<p><i>On 11-20-14 a gunman walked into the Strozier Library on the campus of Florida State University. There was no available warning that the suspect, a former student, would target students and employees just before the Thanksgiving Holiday. Crime prevention efforts six years prior to the incident proved to be invaluable to minimizing the impact of the incident.</i></p> <p><i>The presentation will be a combination of original images, firsthand accounts, radio transmissions, videos and actual documents from the incident. The presentation will be a dynamic display highlighting the officers' response to the shooter, the communications officers' calm demeanor and the preparation for each of the major press conferences to provide timely updates to the swarm of media that descended on the campus of Florida State University. The presentation will also highlight previous security enhancements implemented that helped prevent the shooting from becoming an even worse tragedy.</i></p>	
3:15pm-3:30pm	Break	
3:30pm-5:00pm	Lessons Learned from Hosting a Controversial Speaker <i>Chief Darren Baxley, University of Florida Police Department</i>	
	<p><i>This presentation draws from the lessons learned by the University of Florida when a controversial White Nationalist decided to speak there in the fall of 2017. This presentation will inform participants on the actions needed for a unified response composed of University, local, state, and federal partners, when a known controversial speaker or event comes to campus. Participants will gain practical steps and valuable perspective in preparation for events on their campus or in the surrounding community.</i></p>	
5:00pm <i>Optional</i>	<i>Riding tour of Florida State University</i>	



Thursday, February 28

7:00am-8:00am	Breakfast (hotel guests only)	DoubleTree by Hilton Adams Park Room
8:30am-10:00am	Leadership & Customer Service <i>Chief David Perry, Florida State University</i> Leadership: <i>Few things are more important to human activity than leadership. Effective leadership helps our nation through times of peril. Successful leadership can make a business organization successful and a public organization function effective and progressive. Effective leadership allows organizations to fulfill its mission or and maintain the confidence and trust that is needed in today's society. The effective leadership of supervisors enables subordinates to grow strong and healthy within the workplace and become even more productive employees. Do you want to affect what other people do to help them accomplish important goals? Do you want to point the way in your organization? Leadership is the vessel to accomplish the mission and goals of an agency. Do you want to climb the promotion ladder to positions of higher authority and greater pay? Leadership will make these things possible. This course discusses expectations of today's leaders along with available resources and best practices on the topic of leadership.</i> Customer Service: <i>At some point, an employee is likely to be in a position to represent his or her company to a customer, client or other outside agent. While the opportunity to directly interact with such people may vary from job to job, any outside contact should be a comfortable and satisfying experience for the customer. The impression made by employees may be characterized by behaviors common to each of us. Assessments designed to identify these behaviors, especially with regard to customer contact can be helpful for enhancing the quality of any workforce.</i>	Augustus B. Turnbull III, Florida State Conference Center, Room 214
10:00am-10:15am	Break	
10:15am-12:00pm	Panel Discussion: Managing Crisis <i>Panelists:</i> <ul style="list-style-type: none">• <i>Chief David Perry, Florida State University</i>• <i>Pedro Guzman, DEA Resident Agent in Charge of Tallahassee</i>• <i>Chief Darren Baxley, University of Florida Police Department</i>• <i>Chief Christopher Summers, Leon County Sheriff's Office; Operations Division, Chief of Investigations</i>• <i>Curtis Sommerhoff, FSU Emergency Manager</i>	
12:00pm-12:30pm	Graduation	
12:30pm-1:00pm	Boxed Lunches	<i>Delivered to classroom</i>

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