



# 2014 Executive Training Institute

## Speaker Bios

### **ROSS BERNSTEIN**

The best-selling author of nearly 50 sports books, Ross Bernstein is an award-winning peak performance business speaker who studies the DNA of championship teams. Ross and his books have been featured on thousands of television and radio programs over the years including CNN, Bloomberg, CBS This Morning, Fox News and ESPN, as well as in the Wall Street Journal, New York Times and USA Today. There are reasons certain teams win consistently, whereas others come up short, and Ross explains why — in an engaging and visually entertaining style that's designed to improve productivity, morale and bottom-line profitability. Ross' program, "The Champion's Code: Life Lessons of Ethics and Accountability from the Sports World to the Business World," not only illustrates what it takes to become the best of the best, it also explores the fine line between cheating and gamesmanship in sports as it relates to values and integrity in the workplace. Champions have a very unique DNA... so, who are the champions on your team? ([www.rossbernstein.com](http://www.rossbernstein.com))

### **MARC BERRIS**

#### **Segal, Roston & Berris, PLLP**

Marc Berris is a lawyer and the managing partner of Segal, Roston & Berris, PLLP, a law firm located in Minneapolis. Marc also is a Meeker County Sheriff's Deputy assigned to patrol and serves as that office's legal advisor on all firearms matters. Marc is an adjunct instructor at Hennepin Technical College's law enforcement training program, teaching both theory and skills-based courses. Marc has provided in-service training to numerous law enforcement agencies throughout Minnesota in the areas of firearms permits.

### **JARRET BRACHMAN**

#### **Wells Fargo Bank**

Jarret Brachman is an internationally recognized counterterrorism specialist, author and public lecturer. He specializes in researching violent extremist movements both foreign and domestic. In 2003, while completing his Ph.D. from the University of Delaware, he served as a Graduate Fellow at the CIA's Counterterrorist Center. In 2004, Brachman joined the Combating Terrorism Center (CTC) at West Point. Brachman became the CTC's first Director of Research and oversaw a number of research projects about Al-Qaida ideology and strategy. He also published a book about Al-Qaida, testified multiple times before Congress and the British House of Lords, and the international press quoted him extensively on global terrorism.

In 2008, Brachman returned to his hometown in North Dakota and joined the faculty at North Dakota State University (NDSU). In that capacity, Brachman launched a law enforcement training center at NDSU that trained over 3,000 security practitioners. In 2013, Brachman left NDSU to join Wells Fargo Bank where he will be looking at operational risk, incident management and advancing the bank's global threat intelligence capability.

## **REG CHAPMAN**

### **WCCO-TV**

Reg Chapman joined WCCO-TV Channel 4 in 2009 after spending time working for WNBC-TV in New York City. Prior to his time in New York, Reg was a crime-beat reporter at KSTP-TV Channel 5 in Minneapolis.

Notable stories Reg covered during his career include the crash of Flight 93 on Sept. 11, 2001 and the rescue of the miners at Que Creek Mine in Somerset County, PA. He has been recognized for his work throughout his career, including earning an Edward R. Murrow award for investigative reporting, several Associated Press awards and honors from the Society of Professional Journalists. He has also been nominated for several regional Emmy Awards from the National Television Academy for investigative reporting.

## **KRISTINE DETERS**

### **Bureau of Criminal Apprehension (BCA) -Nuclear DNA and Crime Scene Processing**

Kristine Deters is currently the Supervisor of Nuclear DNA and Crime Scene Processing at the MN BCA. Kris has been with the BCA laboratory since 1999 and has extensive experience in DNA testing and crime scene processing. Kris has her B.S. degree in Biology and Chemistry and her M.S. degree in Chemistry from the University of Minnesota. Kris is a member of the Midwest Association of Forensic Scientists, the Northwest Association of Forensic Scientists, the American Academy of Forensic Science, the International Association of Identification and the American Chemical Society and is a trained ASCLD/LAB *International* Assessor.

## **MONA DOHMAN**

### **Minnesota Department of Public Safety**

Mona Dohman was appointed commissioner of the Minnesota Department of Public Safety by Governor Mark Dayton in January 2011.

Prior to her appointment, Dohman served almost 10 years as chief of the Maple Grove Police Department. She joined the department in 1984 and served as an investigator, patrol officer, sergeant and captain before her promotion to chief in 2001. Dohman's nearly 30 years of law enforcement experience also includes serving as a patrol officer in Glencoe and Marshall.

Appointed chair of the Police Officer Standards and Training (POST) Board by Governor Tim Pawlenty in 2010, Dohman has worked with the legislative and executive branches to implement policies designed to improve and expand the role of law enforcement across a spectrum of issues.

Dohman is a past president of the Minnesota Chiefs of Police Association and the Hennepin County Chiefs of Police Association. She is a member of the International Association of Chiefs of Police (IACP), Suburban Law Enforcement Association, Law Enforcement Memorial Association and Association of Minnesota Emergency Managers.

Commissioner Dohman is a graduate of the University of St. Thomas with a master's degree in Educational Administration with a focus in Police Leadership. Her other degrees include a bachelor's degree in Criminal Justice Administration from Metro State University, and an associate's degree in Law Enforcement from Alexandria Technical College. Dohman also is a graduate of the FBI National Academy in Quantico, Virginia.

## **BRANDON M. FITZIMMONS**

### **Flaherty & Hood, P.A.**

Brandon M. Fitzsimmons is a shareholder attorney with the law firm of Flaherty & Hood, P.A. Brandon has represented and advised dozens of Minnesota local governments in labor relations and employment law matters. He concentrates his law practice in representing, advising, and providing analysis for local governments in labor contract, grievance, unit determination, litigation and disciplinary matters; conducting internal employment investigations and organizational reviews; and providing advice on complying with labor and employment laws. Brandon is a member of the National and Minnesota Public Employer Labor Relations Associations, the Society for Human Resources Management, and the Minnesota State Bar Association Labor and Employment Law Section.

## **BLAYNE JEWISON**

### **Public Employees Retirement Association of Minnesota (PERA)**

Blayne Jewison has been an employee of PERA for the last five years. He is a PERA counselor located in the Mankato office.

## **JIM LANGEMO**

### **Langemo Consulting**

Jim Langemo has over 20 years of business experience, including over nine years of experience in diversity, leadership development and conflict resolution. As a consultant, he specializes in helping teams and organizations leverage diversity, inclusiveness and mindfulness to improve performance, employee engagement and community branding. He also works with clients on strategy and vision creation, coaching, training, team building and customer service. He brings a simple, holistic, action-oriented approach to diversity, with an emphasis on cultivating self-awareness and a natural, mindful practice of inclusion. Recently, he has also started working at Johnson Mediation as a divorce mediator. In his spare time, Jim leads a blues, roots and R&B band called Jimmi and the Band of Souls. He is also working on a novel, *The Silver Coin*, which is due out in 2015. You can read his blog at <http://jimmilangemo.blogspot.com/>. He lives in South Minneapolis with his wife, Dreya and their dog, Aoife. His daughter, Sadie, lives in New York City.

## **GLENN LANGENBURG**

### **Bureau of Criminal Apprehension Drug Chemistry Section**

Glenn Langenburg is currently the Supervisor of the Drug Chemistry Section with the MN BCA. Glenn has been with the BCA since 2000 and has past experience as the technical lead in the Latent Print Section of the Laboratory and in crime scene processing. Glenn received his Ph.D. in Forensic Science from the University of Lausanne, Switzerland, his M.S. degree in Analytical Chemistry from the University of Minnesota and his B.S. degree in Forensic Science from Michigan State University. Glenn is an IAI Certified Latent Print Examiner and is certified by the American Board Criminalistics (ABC) in criminalistics. Glenn's affiliations include International Association for Identification, the Canadian Identification Society, the Midwest Association of Forensic Scientists and the Fingerprint Society (U.K.). Glenn is also an elected member to SWGFAST (Scientific Working Group for Friction Ridge Analysis, Study, and Technology), is on the editorial review board for Journal of Forensic Identification and was a member of the IAI Standardization 2 Committee and the Expert Working Group on Human Factors (sponsored by NIJ/NIST).

## **HOWIE PADILLA**

### **Saint Paul Police Department**

Before joining the Saint Paul Police Department as Public Information Coordinator in August of 2011, Howie spent four years serving in communications roles at Saint Paul Public Schools. He also spent seven years reporting on public safety and justice issues at the Star Tribune following graduation from the University of North Dakota where he majored in Communications.

## **PAUL PAULOS**

### **Saint Paul Police Department**

Sergeant Paul Paulos joined the Saint Paul Police Department in 1993 and is in his 27<sup>th</sup> year as a law enforcement professional. He has served the public in various assignments including work as a patrol officer and supervisor, a K-9 officer, a street-level narcotics investigator and a burglary investigator. Sergeant Paulos has received various recognitions and award citations from the department.

## **BRUCE A. SOKOLOVE**

### **Field Training Associates (FTA)**

Bruce A. Sokolove (Coach Sok) is a principal of Field Training Associates (FTA), a law enforcement consulting firm specializing in public safety human resource administration, training issues and employment mentoring processes. FTA assists public safety agencies in the design, implementation, revision and administration of formal mentoring processes for probationary law enforcement personnel. FTAs also provides assistance to public safety agencies in defense of allegations of *wrongful discharge* of probationary employees before administrative hearings and judicial tribunals (State and Federal Courts).

Coach Sok earned a Bachelor of Arts (History and Mathematics double major; Secondary Education minor) from the Massachusetts College of Liberal Arts and the Master of Science in Police Administration/Public Safety at Michigan State University.

He is a former police officer and patrol commander. Coach Sok served as a uniformed/sworn police officer in North Adams, Massachusetts and Ann Arbor, Michigan and as Executive Officer and Undersheriff for the Washtenaw County Sheriff's Department (Ann Arbor, Michigan).

Coach Sok has been a frequent workshop presenter at the International Association of Chief's of Police (IACP) Annual Conferences as well as at the FBI National Academy in Quantico, Virginia.

Coach Sok is a member of the State of Michigan Commission on Law Enforcement Standards (MCOLES) *Basic Police Training Curriculum Advisory Task Force*. Coach Sok is the immediate past president of the Michigan State University's School of Criminal Justice Alumni Advisory Board and was inducted into the Michigan State University *Wall of Fame*.

Coach Sok has published in the IACP publication, *Police Chief*, as well as *Law and Order* magazine. He is a Life Member of the IACP and served on their Combat Veteran Reentry Task Force which published three manuals: *Employing Returning Combat Veterans as Law Enforcement Officers* and a two-part series, *Combat Veterans and Law Enforcement* and *Law Enforcement Leader's Guide on Combat Veterans*. Coach Sok served as a United States Marine Corps Officer.

## **AMIT SOOD, M.D.**

### **Mayo Clinic**

Dr. Amit Sood is the Director of Research and Practice at the Complementary and Integrative Medicine Program at Mayo Clinic. A Professor of Medicine, he chairs the Mind Body Medicine Initiative. He has received several grants for conducting research to develop and incorporate integrative and mind-body approaches into conventional medical care, and to promote well-being. Dr. Sood has developed an innovative approach toward mind-body medicine by incorporating concepts within neurosciences, psychology, philosophy and spirituality. This approach is called the Attention and Interpretation Therapy. Interventions adapted from this program are now offered throughout Mayo Clinic to help patients learn skills to decrease stress and enhance resilience. Dr. Sood lectures widely on a variety of topics in stress management and is a well-respected medical educator at Mayo Clinic.

## **DEBRA SPRINGER**

### **Minnesota Bureau of Criminal Apprehension Forensic Science Service**

Debra Springer is currently the Assistant Director of the MN BCA Forensic Science Service in St. Paul. Since 1981, Debra has been employed by the BCA laboratory performing casework in the Toxicology and Questioned Documents disciplines. Past management experience includes the supervision of the criminalistic group, administrative services and quality manager for the St. Paul and Bemidji laboratories from 2005 through 2010. Debra received her B.S degree in Zoology from Iowa State University. Debra is a member of the American Society of Crime Laboratory Directors, the Association of Forensic Quality Assurance Managers, the Midwestern Association of Forensic Scientists and the American Academy of Forensic Sciences. Debra is also a certified ASCLD/LAB *International* Assessor.

## **JEFFREY VAN NEST**

### **FBI Minneapolis Joint Terrorism Task Force**

Jeff Van Nest began his career with the FBI in 2002 as a Special Agent assigned to the Los Angeles Field Office. Mr. Van Nest was involved in the investigation of a variety of international terrorism matters as a member of the Joint Terrorism Task Force (JTTF). IN 2007, Mr. Van Nest was promoted to FBI headquarters as a Supervisory Special Agent within the Counterterrorism Division.

In November 2011, Mr. Van Nest was selected to lead the newly established FBI Genocide War Crimes Unit. In this capacity, his responsibilities included the oversight of all FBI genocide, war crimes and torture investigations within the continental United States and overseas. Prior to entering the FBI, Mr. Van Nest served as a Navy Judge Advocate. He holds a law degree from the University of Wisconsin.