2015 ETI Program Committee
Thursday, June 26, 10:30 a.m.
Plymouth Police Department

MINUTES

ATTENDING: Doug Ebeltoft, Chair, Mike Aschenbrener, Dave Bentrud, Mike Goldstein, Dan Hatten, Jeff McCormick, Bud Shaver, Joe Sheeran, Eric Werner, Betsy Pierre, Margaret Winchell

The committee members, who are also board members, shared information from the board retreat in June. Specifically how the strategic plan relates to the ETI. The main topics from the retreat relating to the ETI were to not have more of the same at the ETI. Recruiting and retention are top topics of interest to the association members. Ideas discussed include having alternate tracks at the ETI for different areas of interest and expertise, (Small agencies track perhaps). Focus some of the breakouts on new chiefs regarding resources, obstacles to be aware of and avoid, etc. Also, how to get working adults/non-traditional prospects into law enforcement and in general getting qualified candidates.

Additional items discussed:

- **MCPA Promotion**-Need to promote ourselves. There's the perception of the MCPA that it is just about CLEOs, however, the mission is about ALL law enforcement. Need to get that message out.
- **Regions**-Need time for regions to meet. Need to guide this-Give them the agenda. Education piece. MCPA board member and Foundation board member goes to each of the regions meetings. Could be round table meetings with a few regions in each room. Make sure regional reps have the agenda. Encourage regional reps to do recruiting for attendance at ETI, calling people in their regions.
- **Legislature**-What the Association can offer the legislators-How to contact the legislators in your area and meet with them. It was suggested that we reach out to some legislators to attend. Doug Pederson. St. Cloud was suggested along with the MCPA lobbyist.
- **Theme:** Promoting your association
- **Session Hosts-** Your Association-Did You to Know?-At the beginning of each session, the Session Host would provide a fact about the MCPA to attendees.
- **PowerPoint**- Have a PowerPoint in each room rolling on Association, mission, benefits, work, etc.

New Communications plan-The association is working on a new communications plan as part of the strategic plan. The plan will address how to put the association's message out to members and the public more creatively and effectively.

The committee discussed the following items:

1. **SCHEDULE: SUNDAY-** late afternoon/early evening-An Advanced Skills/Executive **Seminar.** Sunday evening speaker also present on Monday morning. Have a speaker that addresses case studies with attendees. *Other items discussed for Sunday were:*
   - Self initiated patrol activities, accountability.
   - How to engage group.
   - Case study on accountability-chiefs or depts. Have tried to encourage self-imitated activities and it backfired. How to be proactive
   - Trust-Develop accountability systems in your dept.
   - Session time- 6:30-8:00 p.m.
   - Fee-$35-$50

   MONDAY- afternoon-General Session-Association shares strategic plan to entire membership.

2. **2015 KEYNOTE SPEAKER SUGGESTIONS-(all speakers are available)**
   Following are speakers who have been suggested for consideration.

   ERIC P. DAIGLE, ESQ. – **$2,500 + travel-4 hours-Critical Issues for Police Executives -** Suggested by Daphne Levenson, Director, GSRCPI Training & R esources to Dave Pecchia in late 2013. "..The topic was Agency Liability Effective and Constitutional Policing. ..to the point and immediately applicable to a Risk Management presentation. ..This guy is GREAT. I would highly recommend him for any chiefs' conference. He presented for four hours and kept every butt in seats until 4:30 p.m." www.daiglelawgroup.com

   Gary Keller/Jay Papasan-The One Thing – **$7,500- + travel (typically $10,000)** NY Times best selling author suggested by Paul Schnell. The truth about success is that our ability to achieve extraordinary results in the future lies in stringing successes together now. MAPS Business Coaching gives you the advantage to master Goal Setting to the Now for extraordinary results. http://www.the1thing.com/training Paul spoke to Jay and he is interested. Paul felt he would be a good speaker, but maybe not THE speaker for the Sunday evening/Monday morning session.

   MICHAEL MIRARCHI- $5,000-$7,000-+ Suggested in 2014 by Jim Way and Jeff Tate who was interested in bringing him into Shakopee. He's an Employee Relations Consultant, dedicate to helping employers stay litigation-free. Jeff shared with Margaret that Mirarchi provided great take-a-ways for his staff. He provided real solutions to real problems and challenges. The committee thought this might be a good Sunday evening/Monday morning session. www.resetclock.com

TINA LEWIS ROSE – Suggested by Dave Bentrud, various topics. Some include, Ready, Aim, Speak: How to quickly and easily develop and Deliver Any Kind Of Presentation, Bold Patrol: An Easy Method for Reenergizing the Self-Initiated Patrol Work of Your Department's Officers, What Your Sergeants Would Like to Tell You (And What They Need to be Told), Everyday Leadership: Being Purposeful About Gaining Influence and Leadership--and Using It Positively and Executive Assessments and Interviews: Developing Your Toolkit and Your Portfolio. ***UPDATE****: Dave Bentrud and Margaret spoke to Tina and she is tentatively slotted into Sunday evening/Monday morning. More about this at the July ETI program committee meeting.*

KEVIN SABET and BILL KIRCHHOFF – Sabet-$5,000 + -These two speakers were suggested to talk about the changes coming to Minnesota with the new medical marijuana law. Kevin Sabet talks about the Seven Myths of Marijuana-What should we be doing now whether you are a big or small department/community. There isn't a more important topic statewide that you should contact your legislators about.

Bill Kirchhoff-Wrote in the Public Administrator magazine last year on the employment piece of this issue. Command performance. **ACTION ITEM:** Margaret to contact for both availability and fees.

ZACHARY TUMIN - $5,000 + Suggested in 2014 by Eric Werner. He manages the Belfer Center's Project on Technology, Security and Conflict in the Cyber Age and directs the Harvard component of a joint Harvard-MIT initiative in cyber security. . He has written a book with William J. Bratton, *Collaborate or Perish! Reaching Across Boundaries in a Networked World*, published in 2012. (Copy and paste website into your browser) http://belfercenter.ksg.harvard.edu/experts/2409/zachary_tumin.html

ADDITIONAL SPEAKERS TO CONSIDER

Dr. Kimberly Miller-Strategic Hiring Practices-Suggested in email to Dave Pecchia by Jan Strauss, Executive Director, Arizona Association of Chiefs of Police.

John Keller - Executive Director of the Immigrant Law Center of MN. (ICLM) – Suggested by Commissioner Mona Dohman.

BREAOUT SESSIONS

The committee began discussion of breakout topics and speakers. These will be reviewed at the next meeting.

- **Changing police policies**
- **Legalization of marijuana**
- **Social media impact**
- **Prolific offenders.**
- **Rochester Captain-Breakout**
- **So you want to be a chief-How to prepare #2's –succession planning**. Session would be for Sergeants, Lieutenants, assistant chiefs, etc. Have a panel and provide tools on how to become a chief, the process, preparing, how to be a better assistant chief.
- **Mental health**-Bud Shaver has a suggestion of a speaker from California

- **Autism**-Mike Goldstein has two people willing to come-Encourage chiefs to bring them in and talk about dealing with autistic children.
- **Challenging clients**-Autism, Alzheimer's, etc.
- **Jonathan Bundt**-Psychologist-Mental health training
- **New chiefs**-how to deal with city councils, mentoring, access to Association
- **Retirement**-What next-not financial side-physiological part. Dan Carlson-does a presentation on this topic.

3. **ETI THEME'S** – Continue to discuss theme.

2014-Leadership Success-Enhancing the Bond of Trust
2013-The Power of Vision Forecasting Our Future
2012-Engineering Our Future: Creating Your Legacy
2011- The New Norm
2010-Troubled Waters Bridging the Gaps
2009-Your Prescription for Success
2008-At the Helm: Learning Today-Leading Tomorrow
2007-Nuts and Bolts: The Tools You Need
2006-Shaping Your Organization in a Changing Law Enforcement World
2005-Collaborative Leadership
2004-Leadership and Growth: Celebrating 50 Years of Professional Development
2003-Change-It's Happening…Are You Prepared?
2002-Taking Action Today on the Issues of Tomorrow
2001 Leadership Challenges 2001 and Beyond
2000-Reflecting on the Past, Preparing for the Future
1999-Leadership in the New Millennium