



Law Enforcement Training Advisory Commission

840 S. Spring Street, Suite B • Springfield, IL 62704

Phone (217) 726-7014 • Fax (217) 726-7833 • Email letac@mtu10.com • Website www.letac.org

Robert S. Crouch, Director

Leadership for Reducing Organizational Stress in Law Enforcement

8:00 a.m. – 4:00 p.m.

December 6, 2019

LETAC Training Center

840 S. Spring St, Suite B, Springfield, IL

Course Description:

This seminar will assist those attending with gaining a distinctly different perspective on the unique and potentially problematic consequences of performing well within a law enforcement culture. Executives, managers and supervisors will examine better ways to reduce their stress and simultaneously garner greater staff compliance with department standards. Leaders will address stressors encountered by the rank and file which influence the pivotal balance between professional and personal relationships. Emphasis will be placed upon executives, managers and supervisors, developing leadership practices and policies that recognize and encourage accomplishment of organizational goals while also taking better care of themselves and the people who serve under their leadership.

An experienced law enforcement executive and educator will guide supervisors and managers in understanding a variety of best practice approaches in addressing this problem. A theme of personal leadership will run throughout this seminar and those attending will have ample chance to share their views, develop decision-making models, and actually reflect on better ways to make decisions for themselves and those they lead.

Topics will include:

- Inspiring a new generation of Knights
- Removing classic frustrations encountered by all law enforcement officers & the consequences of rewarding cynicism
- How the dynamics of control and trust can negatively influence officer attitudes
- How to lead and inspire those who have been taught to anticipate the worst in everything

Illinois Law Enforcement Training & Standards Board Mobile Team Unit #10

Serving the Counties of Christian • Dewitt • Logan • Macon • Mason • Menard • Montgomery • Sangamon



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- Being an optimistic leader among a sea of professional pessimists
- Overcoming the damaging effects of "the rule bound" and stoic approaches to the job
- Recognizing the symptoms of stress and how police stress differs significantly from other jobs
- Developing a personal and organizational action plan to confront the issues
- Learning to help others overcome unhealthy organizational over-investment
- Why officers are at greater risk for alcohol abuse, divorce, isolation, depression and suicide
- Warning signs of distress and preventative programs to reduce and monitor it

Instructor:

Breach Point Consulting is dedicated to insuring that police officers from all ranks and responsibilities, along with their family members remain strong physically, emotionally, and spiritually.

Kent Williams is the owner of Breach Point Consulting and has been involved in law enforcement as a police officer for over 27 years, where he presently serves as Chief of Police for a Chicago area police department. He is the 2-term President of the Northern Illinois Critical Incident Stress Management Team where he has served as a peer supporter for 14 years. He is a graduate of the FBI National Academy, University of Southern California's Delinquency Control Institute, and the Police Executive Research Forum's Senior Management Institute for Police, at Boston University. He served as a Tactical Commander on a regional SWAT team serving 60 Chicago collar communities. He has taught extensively on various courses related to leadership and organizational change. Additionally he has taught for over 24 years on topics including use of force, weapons and tactics.

Most recently through the development of Breach Point Consulting he has launched several courses being taught on a national level, based upon the principles of Servant Leadership and how simple shifts in organizational perspective can profoundly reduce the stress, frustration and open anger expressed throughout the typical law enforcement agency. At very little cost to a police organization Chief Williams has been teaching leaders how to negate the toxic work climate which can be caused by what he has termed "The Universal Police Frustrations". These misunderstood stressors are created by the unique combination of an effective police personality coupled with an efficient police culture. The mix if not fully understood can be very destructive to an agency's morale and reputation. Additionally, it predictably places officers at risk for failed careers, marriages and relationships. He sums this situation up by calling it "The Caustic Risks of Performing Well in Law Enforcement".

These efforts have led to ground breaking ways police agencies can create healthier more productive and loyal work groups who remain highly dedicated throughout their careers. These same principles have been assisting officers themselves create a deeper more meaningful vocation in policing and developing a harmonious and rewarding personal life away from their career. His work on the predictable transitional issues confronting the police officer's family has led to numerous speaking engagements designed to keep the family of a police officer emotionally and spiritually healthy.

Chief Williams lives in Illinois with his wife and three children. He holds a Bachelor's Degree in Criminal Justice Management from Aurora University, and a Master's Degree in Organizational Leadership from Judson University.

Non-Member Tuition: \$0.00. Non-Member tuition shall apply to civilians, officers from State/Federal agencies, and officers from Local Law Enforcement agencies which are not a member of any MTU. Tuition will be invoiced to departments upon course completion. If a pre-registered student from a Non-Member agency fails to attend training, and the agency fails to provide advance notice within 7 days of the start date of that class, the agency will be invoiced the entire amount of the student's tuition.

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To Register: Email registration to register@letac.org. You may also fill out and submit our online registration form through the website at www.letac.org or call 217-726-7014 to register by phone (be sure to include all pertinent information). MTU #10 local member department officers will be given registration preference until seven days prior to the date of class. After that date, registrations will be taken on a first-come, first-served basis, regardless of MTU status. We cannot accept registrations from individual officers. All registrations must go through your Chief, Sheriff, or department training office, even if you are attending class on your own time.

Cancellation: If a class must be canceled for any reason, every effort will be made to do so at least 2 weeks before the class is scheduled to begin. However, there are circumstances where last minute cancellation is out of our control. All officers who have been registered for training will be contacted at the email address given at registration, so please be sure to provide an email address which is checked often. Cancellations will also be posted to our mailing list and our Facebook and Twitter accounts.