

CIRSA POLICE RISK MANAGEMENT SEMINARS



FEATURING **DR. KIMBERLY MILLER & CHIEF JACK CAULEY**

CREATING LASTING CULTURAL CHANGE: IT'S ALL ABOUT THE LITTLE THINGS

From protests to attacks, to calls for defunding or abolishing police departments, the law enforcement profession is facing unprecedented times. Additionally, amid heightened public pressure, politicians have passed hasty legislation that is not well thought out, as an attempt to facilitate positive change. However, rules, policy and laws do not create lasting change. To truly transform a profession, you must change the culture. In this course we will explore why cultures are hard to change, the relationship between resistance and a victim mentality, how to effectively sell change, get employees on board, and leverage your influencers to increase momentum.

We will also lay out a step by step plan to help you facilitate change in your agency, avoid the most common pitfalls and roadblocks that will keep your culture from changing and detail how you can make the changes stick long-term. If you are looking for strategies to increase morale, engagement, productivity, and retention and enhance the trust and influence you have in your community this is the course for you.

DATES & LOCATIONS

NOVEMBER 10

Pueblo

Pueblo Convention Center
320 Central Main Street
Pueblo, CO 81003

NOVEMBER 13

Loveland

Loveland Embassy Suites
4705 Clydesdale Pkwy.
Loveland, CO 80538

REGISTRATION: 7:30 a.m.

TRAINING: 8:00 a.m. - 5:00 p.m.

To register, use the links above or email eileenc@cirsa.org.

- Lunch will be provided.
- The cost of this seminar is **FREE** for members, but there is limited space, so registration is required.

PRESENTERS:

Dr. Kimberly Miller, Kimberly A. Miller & Associates, LLC: Dr. Miller is a licensed police and public safety psychologist and sought-after speaker and consultant. She is a strength-based facilitator of individual and organizational change and is known for her relationship-based approach. Her programs and services are designed to improve not only the individual line-level employee skills but also the organization as a whole. Dr. Miller's educational background includes a Bachelor's degree in psychology from Auburn University, a Master's degree in clinical psychology from Ball State University, and a Ph.D. in counseling psychology from Colorado State University. Dr. Miller has significant experience in leadership, coaching and mentoring and is currently the president of the National Sheriffs' Association Psychological Services Board.

Chief Jack Cauley, Castle Rock Police Department: Chief Jack Cauley was sworn in as the Castle Rock Police Chief on Jan 3, 2012. He began his law enforcement career in 1984, as a dispatcher in Kansas for the Lenexa Police Department. By 1986, Cauley was hired as a patrol officer for the Overland Park Police Department (OPPD). During his tenure at OPPD, Cauley served as detective, sergeant, lieutenant, captain, major, lieutenant colonel and, ultimately, was assigned to the Services Bureau responsible for investigations, dispatch, crime analysis, records and property, professional standards, personnel and hiring. Chief Cauley holds a bachelor's degree in criminal justice administration from Central Missouri State University and a master's degree in public administration from the University of Kansas. He is also a graduate of the FBI National Academy.



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