



FBI-LEEDA

Annual Executive Training Conference

Grand Hyatt San Antonio River Walk
April 28 – May 1, 2024

Summary of Training Sessions

Sessions are 1-1.5 hour sessions in the main ballroom. The Conference offers an attendee total of 11 hours of potential training. **Sessions are subject to change.**

Uncommon Valor: The Lone Survivor

Special Guest Speaker TBA

FBI-LEEDA is honored to welcome a special guest speaker who will be revealed to attendees registered for the the Conference. He will share his experiences from his childhood, life lessons growing up, stories and lessons on becoming a true American hero. His inspirational and empowering message of perseverance and overcoming adversity will surely be relevant to all.

Remarks from the FBI Leadership

Deputy Director Paul M. Abbate, Federal Bureau of Investigation

The Deputy Director will take this opportunity to update attendees on critical issues facing law enforcement, as well as focus on key Bureau programs supporting agencies throughout the country.



***Deputy Director Paul Abbate** was named deputy director in February 2021. As deputy, he oversees all FBI domestic and international investigative and intelligence activities.*

Mr. Abbate began his FBI career in March 1996 as a special agent assigned to the New York Field Office, where he worked in the Criminal Division and served as a member of the SWAT Team. In December 2003, Mr. Abbate transferred to the Counterterrorism Division at FBI Headquarters as a supervisory special agent in the Iraq Unit, overseeing FBI counterterrorism operations and personnel deployments in Iraq. In October 2005, he deployed to Iraq, serving as senior FBI liaison officer to the U.S. Department of Defense and leading a group of FBI personnel conducting counterterrorism operations in-theater. From February 2006 to December 2009, Mr. Abbate served as a supervisory special agent within the Newark Division's Joint Terrorism Task Force. In February 2008, he deployed to Afghanistan, where he served as FBI deputy on-scene commander, leading FBI counterterrorism and personnel in-theater.

In December 2009, Mr. Abbate returned to the Counterterrorism Division as assistant section chief, providing national-level oversight and guidance of all United States-based international terrorism investigations. During this time, he was a member of a team that received the Attorney General's Award for Exceptional Service. In July 2010, Mr. Abbate reported to the Los Angeles Field Office and served as assistant special agent in charge for counterterrorism matters, overseeing the primary branch of the Los Angeles Joint Terrorism Task Force. In August 2011, Mr. Abbate again returned to the Counterterrorism Division, where he served as section chief, providing oversight of all FBI international terrorism investigations and counterterrorism operations external to the United States. In October 2012, Mr. Abbate was appointed special agent in charge of the Washington Field Office's Counterterrorism Division. During this time, he also served as the FBI on-scene commander in Libya. From October 2013 to September 2015, Mr. Abbate served as the special agent in

charge of the Detroit Division, covering the state of Michigan. In September 2015, he was appointed assistant director in charge of the Washington Field Office, where he served until his appointment in December 2016 as the executive assistant director for the Criminal, Cyber, Response, and Services Branch. In this role, he was responsible for overseeing all FBI criminal and cyber investigations worldwide, international operations, critical incident response, and victim assistance.

In February 2018, Mr. Abbate was named associate deputy director of the FBI, where he was responsible for the management of all FBI personnel, budget, administration, and infrastructure.

De-Escalation, Trauma, Resiliency and Vicarious Trauma

Marcia K. Thompson, Esq., Civil Rights Attorney; Assistant Professor of Criminal Justice, Aurora University

Individuals that work in public safety encounter immense amounts of stress during their interactions and when addressing crisis in their day-to-day work. This session is designed to equip individuals with the necessary knowledge and skills to understand and effectively respond to and de-escalate challenging situations associated with their work. There will be an emphasis on building a resilient mindset and embracing a trauma informed approach within public safety to help increase officer well-being and critical thinking. Participants will analyze cases scenarios and work on practical activities to reinforce theory and become more self-aware.



Marcia K. Thompson is an Assistant Professor and has been a global human resources executive at Amazon where she served as the Director of Community Innovation, she is an attorney and brings over 20 years of experience working in Diversity, Equity, and Inclusion (DEI) in corporate, academic and within the public-sector. She started her career working for the Department of Justice (DOJ), where she realized her passion for DEI. During her tenure there she was trained in policy review, consensus building, mediation, and civil rights protections in the workplace and became a volunteer EEO counselor. She worked in that capacity while attending law school and took additional courses to support her interests in DEI at that time. Marcia also created a diversity recruitment initiative while working at DOJ within her agency to assist with creating access to and diversifying one of the core positions.

The program's success won her an award and changed the way recruitment was conducted. Upon graduating from law school, she continued her work in DEI as a consultant and attorney advising organizations, leaders, corporations and both state and federal agencies on how to create respectful, engaging, and inclusive workplaces. Marcia has conducted organization wide assessments, race and equity-based reviews, training and served as a Chief Diversity, Equity, and Inclusion Officer (CDEIO) for a corporation. She has worked to assist with employee belonging, engagement, organizational development, and change management initiatives across various enterprises. She has developed customized training and curriculum on DEI topics, taught for years as a social justice professor and often served as a curriculum reviewer for other entities to minimize unintended bias, or civil rights concerns on how those materials were presented. She is a certified mediator, and an executive coach and has worked with corporate, and public agencies to resolve matters in the workplace that had a nexus with inequitable treatment based upon race, gender, disability, and other protections. Marcia has served as general counsel for a diverse national organization and provided guidance on a gamut of DEI matters. She has served on Boards and Committees for years committed to ethics, civil rights and equity in the workplace and has helped to develop internal strategies, national policies, and procedures for recruitment, hiring, retention, and mechanisms for building diverse, inclusive, and equitable organizations. She also served as an Ombudsperson on Capitol Hill and collaborated with human resources, legal, compliance, and organizational leaders across the Capitol to address and resolve concerns with policies, process, and procedures, often overlapping with perceptions of unfair and inequitable treatment. Marcia has also served as an EEOC certified workplace investigator and has conducted fact-finding on administrative matters, she has served as a federal hearing officer within the Department of

Justice. Marcia is trained in and has taught others how to conduct impact and analysis of equity concerns while helping to create strategies and policies for utilizing metrics and benchmarking for increasing diversity in the workplace. She has also served as a keynote speaker and often speaks at national conferences on DEI and public safety related topics. For many years she has been working nationally on social justice, equity, reform, and community engagement in some of the nation's high-profile cities seeking assistance with police reviews, assessments, reform and community trust building.

Legal Issues in Law Enforcement

Eric P. Daigle, Esq., Daigle Law Group LLC



***Eric Daigle** practices civil litigation in federal and state courts, with an emphasis on municipalities and public officials. His experience includes defending municipal clients in civil rights actions, including police misconduct litigation and employment actions, as well as premises and general tort liability. Attorney Daigle also defends the rights of officers charged with criminal acts and has brought civil actions against those who have violated the legal rights of officers. Attorney Daigle acts as a legal advisor to police departments across the Country. He provides legal advice to law enforcement command staff and officers in the areas of legal liability, internal affairs, discipline, policy drafting, employment issues, use of force, laws of arrest, and search and seizure. His experience focuses on officers' use of force, specifically in the training, investigation, and supervision of force, as well as deadly force incidents.*

OSW - Part 1: Focus on Financial Health

Judy Pollard, Business Development Officer, Justice Federal Credit Union

We understand that today's law enforcement is more complex than ever before. We realize that you are facing a growing array of challenges, opportunities, and threats in your day-to-day operations. This stress can also be compounded by one of the biggest stressors in our personal lives today: financial uncertainty. Just as your mental and physical wellness on the job is important, financial wellness is equally important. Unfortunately, financial education has not kept pace with the rising need for knowledge. In this presentation, attendees will have many takeaways that aspire us to be better prepared and financially resilient. The presenter will share real examples and current resources that relate directly to the topics. Participants will also gain a greater sense of ease and control when making choices of how we spend the money that we have and gain confidence over money choices as one reflects on what has the most meaning through dialogue and application.



***Judy Pollard** has worked in the finance industry for over 32 years, mainly in the areas of Collections, Underwriting, Bankruptcy, and Training and Development and earned her Bachelor of Science degree in Business Management from Western Governors' University in 2011. As Business Development Officer for Justice Federal Credit Union, Judy has had the pleasure of cultivating new members and strong partner relationships within the Justice and Law Enforcement community. Judy embodies the Credit Union philosophy of "People helping People." As a certified Financial Counselor, she is passionate about helping Members align the financial products and services they need to establish a degree of financial stability to lead a more enjoyable life, and work towards achieving their future goals.*

OSW - Part 2: Focus on Physical and Mental Health

Michael Laidler, Leadership Strategist; Best-Selling Author; Former Florida and Texas Law Enforcement Executive



Michael Laidler has had a diverse and impactful journey that has shaped his passion for personal development and leadership. Growing up in Miami, Florida under the care of his single mother and grandmother, he learned resilience and self-reliance at an early age due to the absence of a father figure. The challenges of his upbringing taught him the importance of self-leadership and adaptability in navigating life's uncertainties.

At just 19 years old, he embarked on a career as a police officer in Tallahassee, Florida. This early start allowed him to gain valuable experience and insights into the world of law enforcement from the outset. Through dedication and hard work, he progressed within the field, eventually becoming a Field Training Officer (FTO) and receiving the Life Savings Award for his contributions. Seeking further growth and diverse experiences, he transitioned to become a Border Patrol Agent in Laredo, Texas, where he served as a K-9 Handler and a member of specialized field units. As he sought more challenging roles, he joined the Federal Bureau of Prisons. Within this agency, he embraced positions of increasing responsibility, each contributing to his development as a well-rounded law enforcement officer. These positions included Correctional Officer, Special Investigative Services Technician, Lieutenant, Special Investigative Agent and Employee Development Manager. Each of these roles developed his expertise as a law enforcement officer. Driven by a thirst for knowledge and a desire to make a meaningful impact, Michael pursued higher education. He earned a bachelor's degree in business and Spanish from Florida State University, which laid the foundation for his interest in business and communication. Later, he completed a master's degree in business administration from Morehead State University, equipping him with the skills to excel in leadership and entrepreneurship. Throughout his professional journey, he found a passion for public speaking and leadership development, which led him to actively engage with Toastmasters International. He proudly served as the Vice President and President of the Confident Allies Toastmasters Club in Pineville, Louisiana, where he received recognition as a Distinguished Toastmaster and earned top honors in speech and evaluation contests.

With his abundant education and diverse experiences in law enforcement and leadership, Michael felt compelled to give back and empower others in high-stress professions. In 2017, he founded Michael Laidler Unlimited, a platform dedicated to developing self-awareness and leadership skills in first responders and individuals facing challenging situations. Through keynote presentations, seminars, and 360 leader assessments, he strives to equip others with the necessary tools to operate at their full potential, even in the most demanding circumstances.

OSW - Part 3: Overview of the Valor Officer Safety and Wellness Program

Chief David Flory (Ret), Hot Springs Police Department (AR); Senior Research Associate, Institute for Intergovernmental Research



Chief David Flory (retired) is a senior research associate with the Institute for Intergovernmental Research. He serves as a facilitator and lead instructor for both the VALOR Officer Safety and Wellness Program and the National Law Enforcement Roadway Safety Program. Chief Flory began his law enforcement career in 1979. He worked for 31 years with the Bedford, Texas, Police Department, serving the last 12 years as police chief. In 2015, he retired from the City of Hot Springs, Arkansas, after serving for five years as police chief.

Chief Flory has served in a variety of positions and assignments in law enforcement, including patrol, K-9, investigations, training, narcotics, SWAT, and administration. He has also served in many law enforcement leadership positions, including president and vice president of the

North Texas Police Chiefs Association, the on-site inspector for the Texas Police Chiefs Association Recognition Program, and a member of the North Central Texas Council of Governments Law Enforcement Training Advisory Committee. Chief Flory currently serves as the vice president of the Southwest Region of the Arkansas Association of Chiefs of Police and was a committee member for the Accreditation and Model Policy Committee. Chief Flory has served on the Board of Directors for the Texas Tactical Police Officers Association (TTPOA) as a regional director and a training coordinator and as an adjunct instructor in the Basic SWAT and Tactical Command and Decision Making Schools. He continues to serve the TTPOA as a Training Advisory Board member.

Having begun his public safety career as a firefighter/paramedic, Chief Flory has several years of experience as a nationally registered/licensed paramedic. He has worked for a variety of emergency medical services (EMS) systems and currently works as a part-time paramedic for LifeNet EMS, which serves a large portion of southwest Arkansas. With law enforcement and paramedic training and experience, Chief Flory serves as the TTPOA's program manager for the Tactical Paramedic training program and the Self-Aid/Buddy-Aid training program and as an adjunct instructor for the Advanced Law Enforcement Rapid Response Training Level II medical training program. Most recently, he served as a committee member for the Board for Critical Care Transport Paramedic Certification (BCCTPC) and helped write the test questions for military and civilian medics seeking national tactical medic certification through the BCCTPC.

Chief Flory received a bachelor of science degree in criminal justice from Texas Wesleyan University and is a graduate of the 186th Session of the Federal Bureau of Investigation National Academy.

Covenant School Shooting in Nashville

Commander Scott Byrd, Special Operations Division, Nashville Police Department (TN)

The community of Nashville and Davidson County joined a growing list of jurisdictions that have been confronted by an active shooter event at a school. The Covenant School Shooting Incident presentation will discuss the Covenant School and the Metropolitan Nashville Police Department prior the shooting event, the events that unfolded on March 27, 2023, and challenges that followed when the shooting stopped. It is our hope that the events experienced in Nashville will help the next agency be better prepared to meet the challenge of a day we all hope never comes to our community.



***Commander Scott Byrd** has been a member of the Metropolitan Nashville Police Department since 2000 and served in a variety of roles as an officer within the department to include Patrol Operations in South Precinct, Violent Crimes Reduction, and Intelligence – Gang Unit. In 2006, Scott participated in and was selected as a member of the Special Weapons and Tactics Team as a collateral duty team member.*

In 2008, Scott was promoted to the rank of sergeant where he served as a district supervisor for the Hermitage Precinct before being asked to run the Violent Crimes Reduction Unit as a sergeant for the precinct. In late 2010, Scott was asked to serve as a sergeant on the Special Response Tactical Unit which represents the full time portion of the department's SWAT Team. In 2013, Scott was promoted to the rank of Lieutenant and was tasked with managing the second shift patrol detail in North Precinct. In 2014, Scott was asked to become the SWAT Field Commander, a lieutenant's position which made him responsible for all tactical operations in Nashville and Davidson County. In 2019, Scott was promoted to the rank of Captain and served as a member of the Field Supervisor Section, responsible for all police department operations during the overnight hours with direct reporting responsibility to the Chief of Police. Scott's service in 2019 continued to evolve as he was transitioned to an Executive Officer Captain role for the Community Services Bureau which is the bureau responsible for all precinct-based operations for the police department. In late 2020, Scott was promoted to the rank of Commander and made the Director of

Training for the Metropolitan Nashville Police Department and asked to lead the Training Division which has the responsibility of training all new police recruits, the continued training of all existing personnel, and the development and implementation of training techniques for the department.

In March of 2023, Scott was asked to assume command of the Special Operations Division which is where he is currently assigned today. The Special Operations Division houses the department's SWAT Team, Aviation Section, Animal Operations which includes both Canine and Mounted, as well as the Emergency Contingency Section which houses the Hazardous Devices Unit, Emergency Contingency Unit, and Urban Search and Rescue.

Manhunt for a Murderer: Danelo Cavalcante Prison Escape and Takedown

Agent Padraic Berlin and K-9 Yoda, U.S. Customs and Border Protection, Department of Homeland Security

On September 13, 2023, the U.S. Border Patrol was involved in the Pennsylvania State Police-led multi-agency apprehension of convicted murderer Danelo Cavalcante, who escaped from a Pennsylvania county jail. **Yoda**, a 4-year-old Belgian Malinois is the U.S. Border Patrol BORTAC K9 that subdued Cavalcante. **Agent Padraic Berlin** is Yoda's handler. In this session, they present the details of the incident and success of Yoda's takedown.



During the search for Cavalcante, U.S. Border Patrol BORTAC agents from the numerous Sectors assisted - Buffalo, Detroit, Blaine, Wash., and Swanton, Vt., and Border Patrol's Special Operations Group in El Paso, Texas. Additionally, an Air and Marine Operations (AMO) ground to air controller (GTAC) assisted the Pennsylvania State Police. The AMO GTAC coordinated air support between state and federal aircrews enhancing officer safety and situational awareness for the multi-agency search. U.S. Customs and Border Protection's Office of Information Technology field technicians from Delaware contributed interagency communications capability that allowed all participating federal, state and local law enforcement to easily communicate with each other.

The Pennsylvania State Police's leadership and coordination of our federal, state, and local law enforcement search teams was instrumental in capturing Cavalcante without incident. Our law enforcement teams were able to go home safe.

There is a tremendous amount of planning and coordination in these types of searches, and Customs and Border Protection's unique capabilities and technology is a vital component to these federal, state and local partnerships. U.S. Border Patrol tactical units provide an immediate response capability to emergent and high-risk incidents that require specialized skills and tactics. BORTAC has a cadre of full-time team members headquartered in El Paso, Texas, and BORTAC agents deploy at Border Patrol Sectors throughout the United States. The teams can be called upon to deploy immediately when needed for specialized missions.

U.S. Border Patrol agents, from the moment they enter service, are highly skilled at tracking humans in all terrain and in all environments, and provide this unique expertise to our law enforcement partners during searches such as for escaped prisoners. BORTAC agents are equipped with various technology to assist in human detection, including night vision goggles, unmanned aircraft systems, off-road vehicles, and new technology to easily track the location of fellow unit members in the field.

FBI-LEEDA Media Public Relations Refresher

Sarah Connolly, Communications Strategist, Baltimore County Police Department (MD); Instructor, FBI-LEEDA

Sergeant Matthew Fagiana (Ret), Loudon County Sheriff's Office (TN); FBI-LEEDA Instructor



Sarah Connolly is a 20 year veteran of the Baltimore Police Department, and joined FBI-LEEDA in 2019. As she ascended through the ranks a majority of her tenure included various assignments in the Special Investigation Section in addition to developing new and innovative programs within the department. As a lieutenant, Sarah spent several years working as the Deputy Director of Media Relations as well as the Director of the Document Compliance Unit (FOIA). In both positions she represented the police department with daily media interactions, as a spokesperson, managing messaging and strategy development. After a brief retirement in 2019 Sarah was asked to join the Baltimore County Police Department as their communications strategist, while serving in that position she was responsible for advising on and formulating communication strategies. Those strategies included creating a formal messaging plan with a focus on increased internal communications, rebranding of external communication, and an overall focus on building trust and legitimacy through transparency. Sarah is a graduate of the Police Executive Leadership Program where she received her master's degree in Management from Johns Hopkins University, her Bachelor's Degree is in Sociology from Gordon College and she obtained a certificate in Criminal Justice Leadership from University of Maryland University College.



Matthew Fagiana retired from the Loudon County Sheriff's Office in May of 2022 as a Patrol Sergeant and Public Information Officer after 22 years of service, beginning his law enforcement career in 2000. He started his career with the Gatlinburg Police Department before becoming a State Trooper with the Tennessee Highway Patrol shortly after the 9/11 events. During his tenure, Matthew was assigned to a variety of roles including the Motor Unit, Crash Reconstruction Team, Riot Squad, Honor Guard, the Tennessee Highway Patrol's Funeral Detail, the state Critical Incident Stress De-Briefing Team and the Regional Gang Investigations Unit. Prior to his retirement from law enforcement, Matthew was assigned to the Patrol Division as a Squad Commander over the agency's midnight shift operations. In addition to his patrol supervisory duties, he also oversaw the agency's social media, served as the public information officer, coordinated all public events, and managed all state and federal grant programs. Currently Matthew serves as an Academy Instructor, overseeing all scenario based training practicals, and as an assistant instructor for Tactical Combat Casualty Care (TCCC) at the Regional Law Enforcement Training Academy in East Tennessee. Additionally, he served as a Teaching Associate for the University of Tennessee's Law Enforcement Innovation Center (LEIC) where he instructed in courses on Cultural Competency, and Advanced De-escalation Techniques. Matthew is a licensed Advanced Emergency Medical Technician and a First Aid/CPR/AED Instructor. In addition to his law enforcement background, Matthew served as the Chairman of the Loudon County Local Emergency Planning Commission from 2016 - 2022. In 2017 Matthew was inducted into the Knoxville Business Journal's "Top 40 Under 40" Class for Leadership and Community Involvement. And in 2021 he was awarded Patrol Supervisor of the Year by Sheriff Tim Guider. Matthew received a Bachelor's Degree in Emergency Services Management from Bethel University.

Allen Premium Outlets: Mass Casualty Shooting

Lt. Kris Wirstrom, Allen Police Department (TX)

Sgt. Chad Hernandez, Allen Police Department (TX)

This session will review video of the attack, video from the officer's perspective, and a brief overview of the historical preparations undertaken by City of Allen Police and Fire to ensure an effective response to spontaneous active attack situations. The session will cover isolated areas of importance from timeline data. We will describe some aspects of the response that went well, and we will explain in greater detail some

areas for improvement. The session will underscore the importance of maintaining solid relationships between police and fire departments and demonstrate some areas wherein law enforcement should make changes to training and deployment strategies.



Lieutenant Kris Wirstrom began his law enforcement career in 1997. He worked for the Cities of Bells and Wylie (Texas,) before joining the Allen (Texas) Police Department in 2001. In his time at Allen PD, Kris served as a patrol officer and field training officer before beginning his promotional journey. Kris was a corporal in the Patrol Services Division from 2003-2006, when he was promoted to the rank of sergeant. As a sergeant, Kris served in the Patrol Services Division, the Criminal Investigations Division (Narcotics Unit supervisor,) then in the Office of the Chief of Police (Internal Affairs Unit supervisor). In 2013, Kris was appointed to the rank of Lieutenant, returning to the Patrol Services Division. Kris is currently a patrol shift commander, and the Traffic Unit commander. Kris also has experience as the K9 Unit commander. Kris holds a bachelor's degree from Texas A&M University – Commerce. Kris is a graduate of the LEMIT Leadership Command College, and an FBI-LEEDA Trilogy Award recipient. Kris has a variety of incident command experiences, including the Allen Premium Outlets mass-casualty attack on May 06, 2023.



Chadwick Hernandez has been employed with the Allen Police Department for approximately 15 years, currently holds the rank of Sergeant, is the Team Leader over S.W.A.T., and has a Master Peace Officer License. He has experience as a Patrol Officer, Field Training Officer, Patrol Supervisor, S.W.A.T. Operator/Point-man, S.W.A.T. Team Leader, Undercover Narcotics Investigator, Criminal Investigations Supervisor, Asset Forfeiture Liaison, & T.C.O.L.E. Instructor for multiple in-service courses. Prior to his law enforcement career, Chadwick served 6 years in the United States Marine Corps as an Electrical Equipment Repair Specialist, a member of a Provisional Security Force deployed to the Horn of Africa, and a Sergeant over a motor transport and engineering platoon.

Intelligence Led Policing: Identifying Officer Safety Threats and Social Service Needs of the Community

Andre McGregor, CEO and Founder, ForceMetrics; Former FBI Cyber Special Agent

Shane McGregor, CO-Founder / Head of Analytics / Educational Technology Specialist, ForceMetrics

Commander Todd Brown, Castle Rock Police Department (CO)

In the ever-evolving landscape of law enforcement, the need for strategic, informed decision-making has become more critical than ever. "Intelligence Led Policing" (ILP) plays a pivotal role in not only ensuring the safety of our officers but also in identifying and addressing the social service needs of the communities we serve. Providing dispatchers and officers with critical response time information related to an individual, a location, or vehicle results in more efficient and effective calls for service. Utilizing data to uncover crucial insights within the community enables command staff to allocate their limited resources more effectively towards community needs.

ForceMetrics executives will present on the principles and impact behind Intelligence Led Policing. Law enforcement executives that have implemented ILP will discuss use cases on how they have employed the technology. Participants will utilize open source data to address various scenarios and discover the benefits of ILP from a dispatcher, patrolman and command staff point of view.



Andre McGregor is founder and CEO of ForceMetrics, a software platform that provides first responders and co-responders with the ability to make better decisions in the moment regarding safety and needs for the community members they serve – all from the smartphone in their pocket using data they have already collected. ForceMetrics provides a visually useful resource for going from 911 dispatch to police response to co-responder follow-up for supporting efforts to tackle homelessness, domestic violence, gun violence and mental health challenges.

Prior to starting ForceMetrics, Andre served as a technically trained FBI Cyber Special Agent in New York City before being promoted to Supervisory Special Agent at FBI Headquarters in Washington DC. In his role at the FBI, Andre formed FBI New York’s first cyber national security squad focused on nation-state intrusions and served for four years as the FBI Cyber Representative to the United Nations. Additionally, Andre acted as one of the FBI Cyber technical liaisons to DHS Cyber in Washington DC.



Shane McGregor is a dedicated technology leader with over thirty years of experience as a software developer and data scientist. As an applications developer, Shane has built complex web applications and architected online systems for both federal agencies and private industry. He served as Director of Digital Development for PBS and led the business intelligence and data analytics teams for Scantron for over a decade. He has significant expertise in a variety of business intelligence solutions including Tableau, Power BI, Qlik and Kibana. Shane currently spearheads the data science and analytics operations at ForceMetrics. Shane has a Bachelor’s degree in Computer Science from Brown University and a Master’s degree from Harvard Graduate School of Education.



Todd Brown is currently the Support Services Division Commander for the Town of Castle Rock Police Department (Colorado). Since 1997, he has worked a variety of assignments including patrol, traffic unit, and SWAT. He moved to the Special Operations Division in 2013 as a sergeant; where he supervised the traffic unit, community partnership unit, and the school resource officers. In 2018, he was promoted to the rank of Commander and has overseen the startup of their Real Time Crime Center since 2020. He is an FBI-LEEDA Tribology Award recipient (2019) and a 2018 graduate of the NUCPS School of Police Staff and Command #387.

FBI-LEEDA Trilogy Refresher

Carol Frederick, FBI-LEEDA Instructor; Florida Department of Law Enforcement (Ret)

Chief Luis Soler, FBI-LEEDA Instructor; Woodland Police Department (CA) (Ret)

Jerry Thompson, FBI-LEEDA Instructor; Ohio State Highway Patrol (Ret)

Les Kachurek (Moderator), FBI-LEEDA Instructor



Carol Frederick retired from the Florida Department of Law Enforcement after a 29-year career. She served as an investigator and supervisor in various regions within the State of Florida, and retired as the Resident Agent in Charge of the Florida Keys. Carol was a field training agent, mentor, PIO, and Lead agent/supervisor on Governor protection Details, a supervisor of a Missing Person Clearinghouse as well criminal investigations. Carol helped refine and teach the advanced fraud curriculum for the State of Florida, and for a decade, was a national speaker on the topic of Identity Theft Investigations for FBI-LEEDA and Lifelock. Carol has received many service awards including the Exceptional Service Award from the Metro-Dade Police Department, The Florida Governor’s Distinguished Service award, the 1999 State Law Enforcement Officer of the Year award and various other citations. Carol holds a Bachelor’s Degree in Criminology from Florida State University and in 2014 she earned a Master’s Degree in Criminal Justice at the University of Central Florida.



Les Kachurek answered the calling of policing at the age of nineteen. During a career that spanned five decades, six police departments, and four states, he held numerous command and executive leadership positions. As chief of police, he led the transformation of two police departments from traditional mission-centered, to purpose-driven learning organizations. Les joined the faculty of FBI-LEEDA in 2016 and has been traveling nationwide, teaching cutting-edge leadership to law enforcement practitioners. Les holds Bachelor of Science and Master of Science degrees in Criminal Justice from Southwest University in Kenner, Louisiana. He also holds Master of Business Administration and Master of Arts in Organizational Management degrees from Southwest University. Les is a graduate of the 216th Session of the FBI National Academy and the FBI Law Enforcement Executive Development Association's Leadership Trilogy. He holds a Graduate Certificate in Proactive Leadership from Cornell University, is certified by the Mitchell Hamline School of Law as a SHRM Human Resource Professional, and the New York State Division of Criminal Justice Services as a Police Executive, Strategic Planner, Master Police Instructor, and Accreditation Manager and Assessor. Les was one of the pioneers of multi-dimensional wellness in law enforcement. He contributed several years of research and writings to the FBI's Project Beyond Survival Toward Officer Wellness, resulting in the FBI National Academy's seminal holistic wellness course, *Spirituality in Policing*. Les authored the book "The Police Learning Organization, A Values-Oriented, Ten-Minute Daily Best Practice for Reducing Personal Risk and Organizational Liability" comprising three industry-wide best practices.



Chief Luis Soler served as the Chief of Police for the City of Woodland, CA between 2017 and 2019, after serving as Chief of Police for the City of Crowley, Texas between 2013 and 2017. He also served in several capacities with the City of Austin, Texas between 1998 and 2013. After a 21-year career in law enforcement, he is now serving as an instructor for FBI LEEDA. Soler is a Certified Public Manager (CPM) and holds a Bachelor's Degree in Business Administration from Cornell University, and a Master's Degree in Law Enforcement Management and Criminal Justice from Aspen University. He is also a graduate of the Northwestern University's School of Police Staff and Command, the FBI-LEEDA Trilogy Series, the West Point Leadership Academy, the SPI's Chief Executive Leadership Program, and the University of Arkansas Criminal Justice Institute's Executive Management Institute. Additionally, he is a certified NIMS/ICS instructor and a graduate of the FEMA Emergency Planning Professional Development Course. Soler has served on the International Association of Chiefs of Police (IACP) Training and Education Committee, their Officer-Involved Shootings Work Group, and their Police Administration Committee. He also served as the Western Regional Chair in the Executive Committee for the IACP's Mid-Size Agency Division, representing mid-sized agencies in California, Oregon, Washington, Alaska, Hawaii, and the Pacific U.S. territories. Additionally, Soler also served as an advisory member to the IACP's Small Agency Section in 2015, and as a national instructor/consultant for their *Leading by Legacy* course between 2014-2015. He has been a speaker at the IACP's annual conferences in 2015, 2016, and 2017 and has been published in the IACP's *Police Chief Magazine*, as well as the *CA Police Chiefs* magazine. During his tenure as a Chief in Texas, Soler served on the Criminal Justice Policy Development Committee for the North Central TX Council of Governments, the Texas Police Chiefs Association Ethics Committee, and as a Lead Assessor for the Texas state accreditation program for law enforcement agencies. Chief Soler is a 2011 recipient of the FBI LEEDA Leadership Trilogy Award.



William G. Thompson Jr. (Jerry) is a retired 31-year veteran of law enforcement having served with the Ohio State Highway Patrol (OSHP). Jerry started with OSHP as a cadet dispatcher and ended his career as the Northeast Ohio LCS Unit Commander. During his tenure with OSHP to the present, Jerry continues to teach various law enforcement classes at Kent State University in Ohio at their Main and Trumbull branches. He holds a Bachelor's degree in Human Resource Management and a Master's degree in Organizational Leadership. He is a graduate of Northwestern University Staff and Command School.

Concerns of Police Survivors

Dianne Bernhard, Executive Director, Concerns of Police Survivors (C.O.P.S.)



***Dianne Bernhard** is the Executive Director of Concerns of Police Survivors (C.O.P.S.). She retired from the Columbia Missouri Police Department as the Deputy Chief after 21 years of service. During her tenure she spent time in Patrol, Investigations, Bike Patrol, the Mounted Team and the Community Action Team, eventually working her way through the ranks of the department. She concluded her career being responsible for overseeing all operations of the Police Department and the budget of the department. Director Bernhard became familiar with C.O.P.S. after one of her co-workers was killed in the line of duty. C.O.P.S. provided excellent support to the officer's family and the police department and Director Bernhard was honored to become a part of this organization dedicated to the survivors of officers who die in the line of duty. Director Bernhard received her Bachelor's Degree in Justice Systems from Truman State University and has a Master of Science Degree in Public Administration from the University of Missouri.*