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# 2011 INTERNATIONAL CONFERENCE FOR POLICE & LAW ENFORCEMENT EXECUTIVES

## *“The Evolution of Excellence”*



MAY 15 - 17, 2011 | DELTA GRAND OKANAGAN | KELOWNA, BC, CANADA



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# 2011 INTERNATIONAL CONFERENCE FOR POLICE & LAW ENFORCEMENT EXECUTIVES

MAY 15-17, 2011 | DELTA GRAND OKANAGAN | KELOWNA, BC, CANADA

Dear Police and Law Enforcement Executive,

The 2011 International Conference for Police & Law Enforcement Executives will take place in beautiful Kelowna, British Columbia, Canada, from May 15th to 17th. This is our seventh annual international conference and this year's theme is "The Evolution of Excellence." The conference will be hosted by Assistant Commissioner Peter Hourihan of "E" Division of the Royal Canadian Mounted Police, serving British Columbia. The Canadian Association of Chiefs of Police, Canadian Association of Police Boards, and Canadian Professional Management Services will be among the sponsors of this year's conference.

An international roster of well respected police and law enforcement leaders will share their personal approaches to a variety of issues that police executives will face in their careers. "The Evolution of Excellence" will highlight the growing importance of pursuing excellence through effective leadership strategies in an ever changing social environment. Achieving excellence requires effective communications and continuous improvement, and these must be guiding principles for every law enforcement organization. In addition to highly respected police chiefs, private sector presenters will offer their perspectives on executive issues that are common to both the private and public sectors.

In response to requests from delegates, this year's conference will highlight a session called "Talking with the International Experts." This session will provide delegates with an opportunity to explore global issues that frequently arise in other countries and have a direct impact on your community and organization.

Our guest speakers will provide you with specific strategies to assist with difficult leadership issues such as how to reinvent your executive team, the growing trend of authority without experience, ongoing organizational dilemmas, drawing on strategic capacity when things go wrong, the importance of getting your message quickly and accurately to the front lines, and assisting the organization with difficult transitions. Come and learn from those who did it right the first time and those who didn't!

We look forward to seeing you in Kelowna, British Columbia in May!

Yours truly,

William Blair  
President, Canadian Association  
of Chiefs of Police  
Chief of Police, Toronto Police Service

Peter Hourihan  
Assistant Commissioner  
Commanding Officer, "E" Division  
Royal Canadian Mounted Police

Jim Cessford  
Chief Constable, Delta Police Department  
Program Director

Don Trider  
Managing Director  
Canadian Professional Management Services

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# WELCOME



## ABOUT THE HOST DEPARTMENT:

“E” Division is the largest Division of the Royal Canadian Mounted Police (RCMP), with approximately one-third of the entire force located in British Columbia. More than 9,500 employees proudly serve in BC, providing Municipal, Provincial and Federal policing needs in areas that range from isolated Aboriginal communities and coastal villages to major cities. As Canada’s national police service, the RCMP is proud of their traditions and confident in meeting all future challenges. They are committed to preserving the peace, upholding the law and providing quality service in partnership with their communities as they collectively move towards their ultimate goal of safe homes and communities.

## WHO SHOULD ATTEND?

- ▶ Police & Law Enforcement Executives
- ▶ RCMP Executives
- ▶ Military Police Executives
- ▶ Sheriff’s Office Executives
- ▶ State Trooper Executives
- ▶ Elected Officials and City Councillors
- ▶ Police Board Members
- ▶ Corporate Security Executives
- ▶ By-law Enforcement Executives
- ▶ Park Ranger Executives
- ▶ Law Enforcement Training Executives
- ▶ Border Security Executives

## ORGANIZATIONS THAT HAVE ATTENDED:

Los Angeles Police Department, Chicago Police Department, Toronto Police Service, New Zealand Police, Liechtenstein National Police, Sacramento County Sheriff’s Department, New Westminster Police Service, Canadian Police College, Hamilton Police Service, Calgary Police Service, Norwegian Police Directorate, Belleville Police Service, Cape Breton Regional Police Department, Peel Regional Police, Delta Police Department, Niagara Regional Police Service, Correctional Service Canada, Saanich Police Department, Canadian Police Knowledge Network, Kingston Police, Regina Police Service, Toronto Police Services Board, Durham Regional Police, Saskatoon Police Service, Oslo Metropolitan Police, Sault Ste Marie Police Service, Calgary Police Association, Thunder Bay Police Service, Sûreté Du Québec, Canadian Air Transport Security Authority, Victoria Police Department, Fredericton Police Force, Toronto Emergency Medical Services, Department of National Defence, Canadian Coast Guard, Six Nations Police, Orangeville Police Service, West Grey Police Service, Edmonton Police Commission, Lethbridge Regional Police Service, Guelph Police Service, City of Richmond Police Department, Federal Police of Belgium, Ottawa Police Service, Police Executive Research Forum, Canadian Forces Military Police, South Coast British Columbia Transportation Authority Police Service, Norwood Police Division, Saskatoon Police Service, York Regional Police, Medicine Hat Police Service, Embassy of the United Arab Emirates, London Police Service, Royal Canadian Mounted Police, Brantford Police Service, Lokale Politie Antwerpen, Hong Kong Special Administration Region, Federal Bureau of Investigation, Vancouver Police Department, French National Police, Milwaukee Police Department, Maui Police Department, Miami-Dade Schools Police Department, Royal Thai Police, Los Angeles County Sheriff’s Department, New Orleans Police Department and more...

## WHAT CONFERENCE DELEGATES HAVE SAID:

“Excellent speakers. Added credibility to the conference as there were some well known or high profile chiefs.”

[Ontario Provincial Police](#)

“Excellent and well organized conference. Great leaders with well known reputations attending makes for a very valuable experience.”

[Vancouver Police Department](#)

“Formidable. An outstanding tool to improve leadership skills and network with experienced executives and chiefs.”

[National Gendarmerie of France](#)

“Wonderful experience - professionally done.”

[Miami-Dade Police Department](#)

“Speakers were excellent.”

[Federal Bureau of Investigation](#)

“One of the best conferences yet attended... was excellent and well run.”

[Royal Canadian Mounted Police](#)

“Great speakers. Dynamic. Influential.”

[Toronto Police Service](#)

“Absolutely Top Notch!!!”

[Windsor Police Service](#)

# CONFIRMED SPEAKERS



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## SERGE BÉLISLE\*

**Directeur**

**Service de police de la Ville de Québec**

Directeur Bélisle officially assumed his responsibilities as Director of Police for the City of Québec in January 2007, after taking the oath of office before Mayor Boucher. The appointment of Directeur Bélisle was endorsed by city council in December 2006.

Prior to his appointment, Directeur Bélisle served as Deputy Director of the Police for the City of Laval, where he spent his entire career.

He has served as Assistant Director in Charge of Operations, Assistant Director in Charge of Administration, and Chief Inspector in Charge of Criminal Investigations.

Directeur Bélisle holds a Masters in Public Administration from the School of Public Administration (ENAP). He has taught at the École nationale de police du Québec and police techniques at the Collège de Maisonneuve.



## GARY BASS, O.O.M.

**Deputy Commissioner West  
Commanding Officer, "E" Division  
Royal Canadian Mounted Police**

Deputy Commissioner Bass joined the Royal Canadian Mounted Police (RCMP) in New Brunswick in 1971 and, following training, was posted to Canada's East Coast where he worked in general duties, Underwater Recovery Operations, National Criminal Intelligence Section and General Investigation Section.

In 1992, he was commissioned to the rank of Inspector and transferred to British Columbia's Provincial Serious Crime Section. Deputy Commissioner Bass has investigated and overseen a multitude of complex investigations, including several hundred homicides. He has been accepted as an expert witness in the Supreme Court of Canada with respect to Major Case Management, Organized Crime and Drug investigations.

In December 2006, Deputy Commissioner Bass was promoted to the rank of Deputy Commissioner, Pacific Region and Commanding Officer "E" Division for the RCMP in British Columbia. He is responsible for all policing matters for the 5,800 police officers serving hundreds of communities from 127 detachments.



## WILLIAM BLAIR

**President, Canadian Association of Chiefs of Police  
Chief of Police, Toronto Police Service**

Chief Blair was appointed Chief of the Toronto Police Service in April 2005. The city of Toronto has one of the largest municipal police services in North America, employing over 5,200 officers and more than 2,000 civilian staff.

In January 2001, Chief Blair was promoted to Staff Superintendent and became the Commander of Central Field. In this role, he was responsible for nine police divisions within the inner city with approximately 2,000 personnel; as well as, the centralization of the Paid Duty System Administration and overseeing major community events.

In January 2003, he was the Staff Superintendent in Charge of Detective Support and was responsible for all specialized criminal investigations, including organized crime and national security issues.

In March 2005, Chief Blair was appointed the Interim Deputy Chief of Policing Operations Command, where he was responsible for the management of all uniform field divisions.



**ROGER L. BROWN**  
**Assistant Commissioner**  
**Commanding Officer, “Depot” Division**  
**Royal Canadian Mounted Police**

Assistant Commissioner Brown assumed the duties of Commanding Officer of “Depot” Division in June 2008, becoming the 55th Commanding Officer of the RCMP Academy. Prior to his appointment, he was Officer in Charge of Protective Operations in the National Capital Region and was promoted to the rank of Assistant Commissioner in Charge of the Protective Policing Business Line.

Assistant Commissioner Brown joined the RCMP in 1980 and served in Riviere-du-Loup, Quebec and later in Grand Bank, Newfoundland and Labrador. He has held a variety of positions within the organization, including Officer in Charge of Human Resources for the RCMP Central Region, Program Development Officer in Officer’s Staffing and Personnel and Officer in Charge of the Executive/Diplomatic Protection Section.

Assistant Commissioner Brown has extensive experience in the field of Human Resources, having completed studies at the University of Toronto’s Rotman School of Business, St. Francis Xavier, Dalhousie University and the University of Waterloo.



**JIM CESSFORD**  
**Chief Constable, Delta Police Department**  
**Program Director**

Chief Constable Cessford was appointed to his position with the Delta Police Department in 1995.

Prior to this appointment, he was Superintendent in Charge of Edmonton’s Downtown Division.

Chief Cessford’s career with the Edmonton Police Service spanned 27 years, where he worked as a homicide and major crimes investigator for 14 years.

Chief Cessford has been recognized and designated by the courts as an expert hostage negotiator after handling numerous high-risk situations as a primary negotiator.

Upon his arrival at the Delta Police Department, Chief Constable Cessford moved community based policing to new levels. He has also been instrumental through the strategic planning process in bringing about sound leadership training education to the Department’s members and volunteers.



**IVAN COURT**  
**Mayor, City of Saint John, New Brunswick**  
**President, Canadian Association of**  
**Police Boards**

Mayor Court was elected President of the Canadian Association of Police Boards (CAPB) in August 2010. The CAPB is the only national organization dedicated to excellence in police governance in Canada.

Mayor Court is serving his first term as Mayor of Saint John, New Brunswick. In his role with the Saint John Common Council, Mayor Court sat on the Saint John Emergency Management Organization, was the 1st Vice-President of the Cities of New Brunswick Association from 2006 to 2007; and sat on the Finance Task Force of the Saint John Board of Police Commissioners and the Saint John Ability Advisory Committee.

Mayor Court has also served on a number of other committees including the Nominating Committee, Environment Committee, and Saint John Industrial Parks. He was Co-chair of the Mayor’s Challenge Cup for area high schools in 2002, the Canadian Committee on Shipbuilding and Policy, and was a member of the Mayor’s Committee for new revenue ideas for Saint John.



**OSKAR DE SANTOS TAPIA**  
**Chief Deputy Inspector**  
**Madrid Municipal Police, Spain**

Chief Deputy Inspector de Santos joined the Madrid Municipal Police in 1982. He is currently Chief Deputy Inspector of the Technical Office for Analysis, with functions relating to planning, evaluation and strategic analysis.

Chief Deputy Inspector de Santos’ qualifications and credentials include a Bachelor of Arts Degree in Political Science and Sociology. His credentials also identify him as a Specialist in the Management and Coordination of Public Security, a Specialist in the Management of Local Public Safety and a Master of Intelligence Analysis.

Chief Deputy Inspector de Santos has led the Madrid Municipal Police ‘Guardian Agent’ project. He currently lectures at the Carlos III University as a collaborator on Organizational Culture.

Madrid is the capital and largest city of Spain. The population of the city is roughly 3.3 million (as of December 2009) and the entire population of the metropolitan area is calculated to be nearly 6.5 million.

# CONFIRMED SPEAKERS



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## JOHN DIAZ\*

**Chief of Police**  
**Seattle Police Department**

Chief Diaz became the Interim Chief of Police in May 2009, and was sworn into office as the permanent Police Chief by Mayor McGinn in August 2010.

Chief Diaz began his career with the Seattle Police Department in 1980. He was appointed Deputy Chief in 2001, overseeing the Operations Bureau, one of the Department's two main bureaus. The Operations Bureau consists of Special Operations, Patrol Operations that includes crime analysis and five precincts, and Criminal Investigations that includes violent crimes, special victim crimes, narcotics, internet crimes against children, and human trafficking.

As Deputy Chief, Chief Diaz led the Administration Bureau and managed a budget of over \$187 million for five years.

Chief Diaz is a syndicate director for the Leadership in Counter Terrorism (LinCT), which is a joint leadership program between the Federal Bureau of Investigation, the Australian Institute Police Management and the Police Services of Northern Ireland.



## MOHAMED DOMA

**Senior Partner**  
**Canadian Professional Management Services**

Mr. Doma has worked extensively with policing organizations that have required his expertise, diplomacy, knowledge and expert counsel in such areas as strategic planning, contract negotiations, labour relations and executive coaching.

Mr. Doma has facilitated complex discussions regarding policing services and community expectations, the Police Complaints process, integration of municipal and federal services, and by order in council, has facilitated the discussion regarding the integration amongst the South Vancouver Island Police Departments.

Other policing experience includes the development of a five year strategic plan for the BC Association of Chiefs of Police, the integration of the Organized Crime Agency of BC with the RCMP and a strategic planning model for the South Coast British Columbia Transportation Authority Police Service as they transitioned from a transportation to a policing organization. Mr. Doma developed and facilitated a series of leadership programs to the Canadian Association of Police Boards, the Vancouver Police Department, the Delta Police Department and the Abbotsford Police Department to name a few.



## WILLIAM J. S. ELLIOTT

**Commissioner**  
**Royal Canadian Mounted Police**

Commissioner Elliott practiced law in Ottawa until joining the Office of the Deputy Prime Minister of Canada in 1988. In that office, he held various roles including Chief of Staff, and provided advice and analysis on a broad range of economic, social and policy issues. In 1992, Commissioner Elliott joined the Department of Justice and was subsequently appointed Head of Legal Services for the Department of Indian and Northern Affairs. He was appointed Deputy Commissioner of the Canadian Coast Guard with the Department of Fisheries and Oceans in 1998.

In 2000, Commissioner Elliott was appointed Assistant Deputy Minister, Safety and Security, at Transport Canada. He was appointed Assistant Secretary to the Cabinet, Security and Intelligence, in 2003. In that role, he supported the National Security Advisor to the Prime Minister, and was Secretary of the Cabinet Committee on Security, Public Health and Emergencies. In the role of Associate Deputy Minister of Public Safety, he was National Security Advisor to the Prime Minister from April 2005 to May 2006. Commissioner Elliott became the 22nd Commissioner of the RCMP on July 2007.



## ROBERT P. HERMAN

**Chief of Police, Thunder Bay Police Service**  
**President, Ontario Association of Chiefs of Police**

Chief Herman of the Thunder Bay Police Service was appointed the 59th President of the Ontario Association of Chiefs of Police (OACP) in June 2010. He is the first Chief from Thunder Bay to become the OACP president. The OACP currently has more than 1,500 members and represents the RCMP, OPP, First Nations, and Municipal Police Services.

A decorated 30-year police veteran, Chief Herman joined the Thunder Bay Police Service in 1980 and was appointed chief in 2000.

In 2005, he initiated a Diversity in Policing project, which included biased free policing training for all Thunder Bay Police Service members. Chief Herman brings impressive credentials to the OACP presidency and is a strong voice for both northern and First Nations policing communities.

Chief Herman is past chair of the Criminal Intelligence Service of Ontario and has held a number of positions within the OACP during his career.



**PETER HOURIHAN**  
Assistant Commissioner  
Commanding Officer, “E” Division  
Royal Canadian Mounted Police

With 34 years of service with the Royal Canadian Mounted Police, Assistant Commissioner Hourihan has worked in a variety of policing roles throughout Canada.

After joining the Force in 1976, his first posting was in “F” Division (Saskatchewan) where he served in five different Detachments. After leaving Saskatchewan his career took him to “G” Division (Northwest Territories), National Headquarters in Ottawa, “D” Division (Manitoba) and “K” Division (Alberta) and now “E” Division (British Columbia) as Assistant Commissioner and Commanding Officer.

Throughout his career, Assistant Commissioner Hourihan has gained extensive experience in General Duty, Traffic, Commercial Crime, Proceeds of Crime, Northern Policing, Corporate Management and Criminal Operations.

Assistant Commissioner Hourihan has a Bachelors Degree in Business Administration from Athabasca University and a Bachelor of Laws Degree from the University of Ottawa. He received the Long Service medal in 1996, Bronze Clasp in 2001 and Silver clasp in 2006. He received the Queen’s Golden Jubilee Medal in 2002.



**ROBERT JOHNSTON**  
Chief of Police  
Royal Newfoundland Constabulary

Chief Johnston was appointed Chief of the Royal Newfoundland Constabulary in May 2010. Chief Johnston is a 30-year veteran of the Royal Newfoundland Constabulary and has worked in the areas of criminal investigations, crisis negotiations, VIP security and tactical response.

Prior to his appointment as Chief, he served as Deputy Chief of Police responsible for the Criminal Operations Division.

Chief Johnston has completed numerous courses in the areas of criminal investigation at the Canadian Police College in Ottawa.

He is also a graduate from the Executive Development Course at the Centre for Management Development at Memorial University of Newfoundland.

He is a member of both the executive board for the John Howard Society and the board of directors for the Autism Society of Newfoundland and Labrador.



**DAVID KOROL\***  
Interim Chief of Police  
Edmonton Police Service

Chief Korol was appointed the Interim Chief of the Edmonton Police Service (EPS) in January 2011. Chief Korol, who joined the EPS in 1978, has been a Deputy Chief since 2007.

Chief Korol spent several years as a Constable in Warrant and Document Services, Training Section, Patrol Division and Crime Scene Examination. He was promoted to Detective in the Criminal Investigations Section and was then transferred to Sergeant in Crime Scene Examination in 1989. Chief Korol became a Sergeant in the Recruiting Unit and was promoted to Staff Sergeant in the Police Staff Unit in 1992. He was a Staff Sergeant in South Division and the Bureau Administration Section prior to becoming the Superintendent of West Division in 1997.

Chief Korol was a Superintendent of Special Projects, Human Resources, Special Investigations, and most recently Downtown Division. In November 2009, Chief Korol moved from the Specialized Community Support Bureau to the Corporate Services Bureau.

# CONFIRMED SPEAKERS



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## ROBERT KUKIEŁKA

**Deputy Chief**  
**Warsaw Metropolitan Police, Poland**

Deputy Chief Kukiełka became Deputy Chief Commander of the Warsaw Metropolitan Police in 2009. He has a Masters Degree in economics. He has also completed postgraduate studies in accountancy and financial control, European integration, and management.

Prior to his appointment, Deputy Chief Kukiełka was Head of Finance and Budgeting with the Warsaw Metropolitan Police.

He also has experience as Commander of the Polish Police Contingent and Head of the Investigation Department Headquarters in Sarajevo for the mission in Bosnia and Herzegovina.

Deputy Chief Kukiełka's experience also includes Advisor to the Police Commander in Zeneca, Head of the Financial Department of the Municipal Police Station in Jelenia Góra, and Assistant to the First Deputy Chief of the National Police Commander.



## CHRIS D. LEWIS

**Commissioner**  
**Ontario Provincial Police**

Commissioner Lewis was appointed Commissioner of the Ontario Provincial Police (OPP) in August 2010. In this role, he is responsible for one of North America's largest deployed police services. Commissioner Lewis oversees front-line delivery, administrative support services, as well as specialized and multi-jurisdictional investigations throughout the province of Ontario.

Commissioner Lewis has over 31 years of policing experience with the OPP. He has a vast amount of experience within many investigative disciplines, as well as tactical and field operations. He is a graduate of the FBI National Academy in Quantico, VA. From 1993 to 1995, he was seconded to the RCMP to help establish and lead the Cornwall Regional Task Force.

Commissioner Lewis has led the OPP response to a number of high-profile events impacting Ontario's safety and security. Commissioner Lewis was seconded to the Ministry of the Solicitor General in 1996 and as the Director of the Criminal Intelligence Service Ontario in 1997.



## PETER LEPINE

**Chief Constable**  
**West Vancouver Police Department**

Chief Constable Lepine joined the West Vancouver Police Department (WVPD) in September 2009, after a 30 year career in the RCMP. During the first 10 years of his policing career, he served at the Surrey Detachment, working in a number of roles including Patrol, School Liaison, Special Projects and the Economic Crime Unit. After returning to the RCMP Training Academy to serve within the firearms training unit for three years, Chief Lepine returned to British Columbia to serve as a Road Supervisor.

In 2000, Chief Lepine was commissioned to the rank of Inspector and transferred to Nova Scotia where he led the Operational Support Division for the Atlantic Region Informatics Program. He led the Operations Division of the Halifax Detachment for three years. In 2005, Chief Lepine once again returned to BC to command the RCMP's Coquitlam Detachment, where he served until taking up his duties as Chief Constable of the WVPD.

Chief Lepine was awarded a Distinguished Long Service Medal and Bronze Clasp by the RCMP, and the Queen's Jubilee Medal in recognition for his dedication toward domestic violence intervention and his work within a community policing environment.



## SUSAN E. MANHEIMER

**Chief of Police, San Mateo Police Department**  
**President, California Police Chiefs' Association**

Chief Manheimer was appointed Chief of Police for the City of San Mateo in May 2000. As Chief, she provides a leadership role to the City and on countless regional initiatives. Prior to her appointment, she served 16 years with the San Francisco Police Department, where she focused on gang and violent-crime suppression.

Chief Manheimer continues to demonstrate her commitment to neighbourhood policing and has implemented many innovative programs, such as the highly-successful Homeless Outreach Team and the Adopt-a-School program. In addition, she has led the way in forming creative partnerships with the community and allied agencies, including the Tongan Interfaith Council for Central San Mateo County, the Juvenile Hall Assessment and Diversion Center, and the countywide Gang Task Force, which she helped found. Chief Manheimer serves on many countywide initiatives, including the Juvenile Justice Advisory Group, the Domestic Violence Council, and Peninsula Partnerships.

She serves as President of the California Police Chiefs' Association and is a Governor's appointee to the State Advisory Group for Juvenile Justice Delinquency and Crime Prevention.



## GARRY F. MCCARTHY

**Police Director  
Newark Police Department**

Director McCarthy was appointed Police Director of the Newark Police Department in September 2006. Under his leadership, the Newark Police Department has become stronger, smarter and better equipped. In the short time Director McCarthy has taken responsibility of the Department, his combination of a common sense approach and implementation of innovative programs are beginning to bear fruit.

Director McCarthy recently launched a Quality of Life Initiative that works along with a multi-agency task force, consisting of the Police Department, Alcoholic Beverage Control, Fire Department, Health Department, Code Enforcement and Uniform Construction Code Officials. The purpose of the initiative is to reduce crime and the fear of crime.

To further assist police personnel and continue the department's overall reduction in crime, the City of Newark will shortly implement a public safety camera program. This program will deter, prevent and capture crimes in neighborhoods.



## ROBERT KEITH MCCASKILL

**Chief of Police  
Winnipeg Police Service**

Chief McCaskill was appointed the 16th Chief of Police for the City of Winnipeg in December 2007. Chief McCaskill's career commenced with the Winnipeg Police Service in 1976. He has worked in a number of areas throughout the Service, including uniform patrol, plain clothes investigations and undercover investigations.

Throughout his career, he has commanded many different areas of the Service including Uniform Divisions, Internal Investigations and the Criminal Investigations Division.

In 2005, he retired after 29 years of service and became the Coordinator of Aboriginal and Municipal Law Enforcement for the Province of Manitoba. In this role, he was responsible for ensuring Municipal and Aboriginal Law Enforcement agencies were providing adequate and effective policing for the citizens of Manitoba. He also took on a number of other responsibilities, including Chairing the Manitoba Meth Task Force, and the coordination of the Amber Alert protocol for the Province of Manitoba.



## SIR HUGH ORDE, OBE

**President, Association of Chief Police Officers  
of England, Wales and Northern Ireland**

Sir Orde was appointed President of the Association of Chief Police Officers (ACPO) in April 2009. Prior to his appointment, Sir Orde was Chief Constable of the Police Service of Northern Ireland.

Sir Orde was promoted to Deputy Assistant Commissioner in October 1999, and was given day-to-day responsibility for the Commissioner's Enquiry (Stevens III) into collusion and the murder of a prominent solicitor in Northern Ireland. He was appointed the Commander (Crime) for South West London in June 1998, and in April 1999 he was the Officer in Command for the aftermath of the Brixton bomb.

Sir Orde was also responsible for the development of Operation Trident, which was set-up to deal with the issues of crack cocaine and murder while in this post. A graduate of the FBI National Executive Institute, Sir Orde also holds a degree in Public Administration and an honours Doctorate in Civil Law from the University of Kent.

### WHY ATTEND?

#### **Learn from others' experiences:**

Hear from the personal experiences of esteemed law enforcement executives. Learn what they don't teach you in the classroom.

#### **Build your network:**

Senior executives say "it's **what** you know, but also **who** you know."

#### **Develop your executive team:**

Your success depends on your ability to manage outcomes through your executive team. Build your team's foundation by inviting them to attend with you.

#### **Career advancement:**

One component of career advancement is about creating opportunities through your networks.

#### **Create a legacy:**

Every great leader is remembered by how they managed through a crisis. 'Create the future in the present' by learning strategies today that will enhance the future.

# CONFIRMED SPEAKERS



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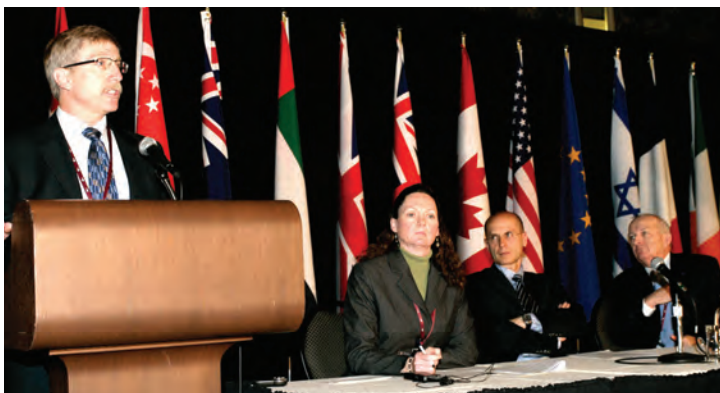
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## EMILE PEREZ

**Directeur**

**International Cooperation Department,  
French National Police**

Directeur Perez was appointed Directeur of the International Cooperation Department (DCI) for the French National Police in 2008. The DCI is in charge of the development of international cooperation, the implementation of the international action of the National police and gendarmerie services, the administrative management of the police and gendarmes officers stationed abroad, and the work undertaken in the various devoted bodies in policing, in the European Union in particular. Prior to his appointment as Directeur, he was Directeur of the French National Police Training Department in Lognes.

Directeur Perez is presently President of Francopol, a French-speaking network for police training, and President of RESOPOLIS, an international network of police attachés based in France. He is a recipient of the French National Police Medal of Honor and he has coauthored several books including Policing in Quebec, Policing in the United States, and most recently Police of the World.



## MARC PARENT

**Directeur**

**Service de police de la Ville de Montréal**

Marc Parent was appointed Director of the Service de police de la Ville de Montréal (SPVM) in September 2010, Canada's second largest police force with 4,650 men and women under his command, along with 1,600 civilians.

Since 2005, Directeur Parent has held the position of Assistant Director in the city's South at first then North region. In terms of diversity, including racial profiling issues, his method is viewed as a benchmark because of the numerous innovative projects set up by him within his sector, including a professional approach that speaks volumes due to the high-benefit projects he deployed in sensitive areas such as addiction, homelessness, spousal and interfamily abuse.

As head of the SPVM, Directeur Parent declared "I am well aware of the enormous expectations for our organization. That's why openness and ethics will be at the heart of my action plan..."

A change management expert, his journey is considered a reference because he managed to combine healthy management, independence and integrity.



## WAYNE RIDEOUT

**Chief Superintendent**

**Deputy Criminal Operations Officer, "E" Division  
Royal Canadian Mounted Police**

In December 2010, with 29 years of service in the Royal Canadian Mounted Police (RCMP), Chief Superintendent Rideout was appointed Chief Superintendent - Deputy Criminal Operations Officer, "E" Division, a position which oversees the Provincial policing operations for British Columbia including Major Crime.

Prior to this appointment, he served two and a half years as the Operations Officer at Surrey Detachment, Canada's largest Detachment, managing uniform policing operations including Patrol, Traffic, Youth, District Community Policing and Professional Standards.

In 2003, Chief Superintendent Rideout was the Officer in Charge of the Integrated Homicide Investigation Team (IHIT). A unit that is responsible for the investigation of homicides, missing persons in which foul play is suspected and police involved death or serious injury incidents in 25 RCMP detachments and municipal police agencies throughout the lower mainland of BC.



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CANADIAN ASSOCIATION OF POLICE BOARDS



**A. C. ROPER**  
**Chief of Police**  
**Birmingham Police Department**

Chief Roper was appointed Birmingham's 33rd Chief of Police in November 2007. He has over 24 years of law enforcement experience. His career began with the Montgomery Police Department in 1985.

Chief Roper has a Bachelor of Science Degree from Troy University. He holds a Masters Degree in Criminal Justice from the University of Alabama and a Masters of Strategic Studies from the U.S. Army War College.

Chief Roper has over 25 years of experience in the Army Reserves where he serves as a Colonel. He deployed during Operation Desert Shield and again during Operation Enduring Freedom. He is the recipient of the Bronze Star, and the General Douglas McArthur Leadership Award, which is given annually to the top U.S. Army Officers in the nation.

Chief Roper is also a licensed and ordained minister serving at the Faith Chapel Christian Center in Birmingham, Alabama.



**DON TRIDER**  
**Managing Director**  
**Canadian Professional Management Services**

Dr. Trider joined Canadian Professional Management Services in 1999 upon his retirement from the Halifax Regional School Board as Superintendent. His education career spans over 32 years and includes many high profile roles and responsibilities including President of the Canadian Association of School Administrators.

Since joining Canadian Professional Management Services, Dr. Trider has been instrumental in the development of the annual International Conference for Police & Law Enforcement Executives as well as the annual International Conference for Fire & Rescue Executives. These executive education conferences are recognized for the relevance of their programs and the quality of their speakers.

Dr. Trider's responsibilities include the development and presentation of leadership programs for uniformed services and governance boards, as well as assistance in strategic planning.



**CLIVE WEIGHILL**  
**Chief of Police**  
**Saskatoon Police Service**

Chief Weighill is a 34-year veteran of policing in Saskatchewan. He was sworn into the office of Chief of Police for the Saskatoon Police Service in September 2006. Prior to joining the Saskatoon Police Service, Chief Weighill worked in patrol, communications, crime prevention, commercial crime, property crime, drugs, vice, planning and research, and senior administration during his career with the Regina Police Service.

The Saskatoon Police Service has undergone massive restructuring and re-deployment. The re-deployment has moved more police officers back to the street, not solely for enforcement, but to increase the visibility of police, reduce opportunities for crime, and allow for greater work by police with the victims of crime. The Service has also adopted the CompStat model to track crime through detailed analysis.

Chief Weighill is a graduate of the Senior Management Institute for Police, sponsored by the Police Executive Research Forum in the United States.



**TERRI WILFONG\***  
**Chief of Police**  
**Greenville Police Department**

Chief Wilfong was appointed Chief of the Greenville Police Department in January 2007. Chief Wilfong has 30 years of law enforcement experience, having started her career in Louisville in 1985. The Greenville Police Department has a staff of 192, including 21 women.

Chief Wilfong joined the county police department in Louisville in 1985, where among her other duties, she oversaw the Support Bureau. The Support Bureau handles specialty units, including homicide and the SWAT team.

Chief Wilfong was the first female Police Chief in any of the Upstate's major cities. The only large city with a female chief is Sumter, SC, east of Columbia.

Chief Wilfong received a bachelor's degree in justice administration from the University of Louisville and is working on completing her Masters Degree in the same study. Chief Wilfong is also a graduate of the Southern Police Institute's Administrative Officer's Course. She has received several local and national policing awards.

\* To be confirmed

# AGENDA



CANADIAN  
ASSOCIATION  
OF CHIEFS  
OF POLICE



ROYAL  
CANADIAN  
MOUNTED  
POLICE



BRITISH COLUMBIA  
ASSOCIATION  
OF CHIEFS  
OF POLICE



EDMONTON  
POLICE  
SERVICE



ONTARIO  
ASSOCIATION  
OF CHIEFS  
OF POLICE



ONTARIO  
PROVINCIAL  
POLICE



## SUNDAY, MAY 15

4:00 PM to 6:00 PM

### Registration

6:00 PM to 8:00 PM

### Welcome Reception

## MONDAY, MAY 16

7:00 AM to 8:00 AM

### Breakfast with Trade Show Exhibits & Networking

8:00 AM to 9:00 AM

### Official Opening

- ▶ Chief Constable Jim Cessford  
Delta Police Department  
Program Director
- ▶ Commissioner William J. S. Elliott  
Royal Canadian Mounted Police
- ▶ Assistant Commissioner Peter Hourihan  
Commanding Officer, "E" Division  
Royal Canadian Mounted Police
- ▶ Chief William Blair  
President, Canadian Association of Chiefs of Police  
Chief, Toronto Police Service
- ▶ Hon. Rich Coleman  
Solicitor General, Government of British Columbia
- ▶ Hon. Ron Cannan  
Member of Parliament, Kelowna - Lake Country
- ▶ Mayor Sharon Shepherd  
City of Kelowna
- ▶ Superintendent Tonia Enger  
Royal Canadian Mounted Police  
President, British Columbia Association of Chiefs of Police

9:00 AM to 9:30 AM

### Renewing Your Organization: The Evolution of Excellence

#### Keynote Presentation

- ▶ Commissioner William J. S. Elliott  
Royal Canadian Mounted Police

Public trust and public confidence demand that your organization be poised in the sphere of excellence. The expectation is that there are no compromises, excuses, or lapses. There are two realities for all successful organizations; first, they will at some point experience a level of turbulence, and second, that excellence evolves over time, not overnight.

All leaders of a major public sector organization have an obligation to find solutions to both of these realities; how do you manage the turbulence while continually striving for excellence? Ensuring your police service is in a constant state of renewal is critical to achieving success. You owe it to your community to be a world leader in policing and to stay at that level.

The evolution of excellence is never an end point, but a journey... is your team ready?

9:30 AM to 10:15 AM

### Authority Without Experience: The Next Generation

#### Panel Presentation

- ▶ Chief William Blair  
President, Canadian Association of Chiefs of Police  
Chief, Toronto Police Service
- ▶ Chief Susan E. Manheimer, San Mateo Police Department  
President, California Police Chiefs' Association
- ▶ Directeur Marc Parent  
Service de police de la Ville de Montréal
- ▶ Directeur Emile Perez  
International Cooperation Department,  
French National Police

The pursuit of excellence in your organization is about to hit a bump in the road. There is soon to be a serious leadership void throughout all levels as retirements mount. More and more organizations are promoting and have to fill soon-to-be vacant leadership positions. While it used to take many years to reach the next promotional step, now we count the time in months. We now have a new, younger generation of leaders with authority but without experience.

The issue is here – what are you going to do about it? Do you have a solid transition plan that everyone has signed on to? Do you have the training capacity to provide them the necessary experience prior to giving them the authority?

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10:15 AM to 11:15 AM

## Refreshment Break with Trade Show Exhibits & Networking

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11:15 AM to 12:00 PM

## Organizational Readiness - Everlastingly on Guard Panel Presentation

- ▶ **Deputy Commissioner Gary Bass, O.O.M.**  
West & Commanding Officer, “E” Division  
Royal Canadian Mounted Police
- ▶ **Chief Robert Johnston**  
Royal Newfoundland Constabulary
- ▶ **Director Garry F. McCarthy**  
Newark Police Department

Your members are guarding your community to the best of their ability. Who is guarding your members to ensure that they maintain a high level of discipline? Organizational excellence demands that the organization is everlastingly on guard in maintaining a high degree of positive morale and discipline. This is easier said than done! Maintaining a disciplined state of mind on the front lines is a quality that every leader must possess. How does a leader, who serves at the whim of the next crisis, ensure that their front line officers will act in a disciplined way? In other words, how do you ensure a disciplined mind; how do you maintain your officer’s state of readiness with all of the influences around them?

The answers to these questions could be the difference between a long executive career and a short one!

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12:00 PM to 1:00 PM

## Lunch Buffet with Trade Show Exhibits & Networking

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1:00 PM to 1:45 PM

## When Bullets Fly: A Lesson in Command Panel Presentation

- ▶ **Chief Deputy Inspector Oskar de Santos Tapia**  
Madrid Municipal Police, Spain
- ▶ **Deputy Chief Robert Kukielka**  
Warsaw Metropolitan Police, Poland
- ▶ **Chief Superintendent Wayne Rideout**  
Deputy Criminal Operations Officer, “E” Division  
Royal Canadian Mounted Police

It’s not difficult to find stories of heroic leadership in times of crisis. This leadership is demonstrated by all members regardless of rank. They take charge; demonstrate confidence,

excellent problem solving ability, and responsible independent thinking. The leader becomes the Commander-in-Chief on the ground. How do these success stories arise? How do members achieve absolute command in critical times? What happens when there is no time to review, research, and plan?

This keynote session will showcase a lesson in success. You will hear personal accounts of how the “boots on the ground” accepted their leadership responsibility and carried it out successfully.

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1:45 PM to 2:45 PM

## Refreshment Break with Trade Show Exhibits & Networking

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2:45 PM to 3:45 PM

## Talking with the International Experts Panel Presentation

Conference delegates always want to hear more from our international speakers and they want to discuss the impact of global crime on their jurisdictions.

This session will highlight international speakers in one setting as they share global success stories and respond to your questions.

Find out what is coming your way and decide if you are effectively connected to others.

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6:30 PM to 9:00 PM

## Official Dinner Banquet Keynote Presentation

- ▶ **Assistant Commissioner Roger L. Brown**  
Commanding Officer, “Depot” Division  
Royal Canadian Mounted Police

A formal dinner with one’s colleagues, symbolizes mutual respect, self-esteem and pride of profession. The Royal Canadian Mounted Police “Dining In” function plays a key role in RCMP culture by fostering high morale, fellowship and esprit de corps, and providing occasion to recall and honour past deeds and traditions in an atmosphere of formality and ceremony. This form of regimental dinner follows the universal convention for formal dining with the addition of certain ritual and traditional RCMP customs.

On such occasions, it is fitting that attendees wear Mess Kit or Walking Out Order for uniformed members, and black tie for civilians. When wearing Mess Kit or black tie, miniature orders, decorations and medals are to be worn. Please join us along with the head table of honoured guests and master of ceremonies in celebrating this year’s conference.

# AGENDA



CANADIAN  
ASSOCIATION  
OF CHIEFS  
OF POLICE



ROYAL  
CANADIAN  
MOUNTED  
POLICE



BRITISH COLUMBIA  
ASSOCIATION  
OF CHIEFS  
OF POLICE



EDMONTON  
POLICE  
SERVICE



ONTARIO  
ASSOCIATION  
OF CHIEFS  
OF POLICE



ONTARIO  
PROVINCIAL  
POLICE



## TUESDAY, MAY 17

7:00 AM to 8:00 AM

### Breakfast with Trade Show Exhibits & Networking

8:00 AM to 8:15 AM

### Overview of the Day

8:15 AM to 9:00 AM

### Organizational Dilemma: Unmasking the Opportunities Keynote Presentation

- ▶ **Sir Hugh Orde, OBE**  
President, Association of Chief Police Officers of England, Wales and Northern Ireland

Why is it that we keep making the same mistakes and never learn from them? Some top executives see a problem but choose to turn a blind eye to it and hope that it goes away. Some see a problem and spin an explanation that, on the surface, makes the problem go away. Some executives don't even know they have a problem. Very few executives take direct action to address the problem and as a result miss out on the opportunities offered by direct analysis and action. Successful leaders unmask the opportunities.

In this session, the keynote speaker will describe their dilemma and the unmasking process that they undertook to reveal the opportunity.

9:00 AM to 10:00 AM

### When Things Go Wrong: Drawing on Your Strategic Capacity Panel Presentation

- ▶ **Chief Constable Peter Lepine**  
West Vancouver Police Department
- ▶ **Chief Robert Keith McCaskill**  
Winnipeg Police Service

- ▶ **Chief A. C. Roper**  
Birmingham Police Department
- ▶ **Chief Terri Wilfong**  
Greenville Police Department

A major incident requires you to meet with an angry municipal council and affected citizens. Things are not good and the meeting may spin out of control. You have talked with your executive team members and they gave a few opinions on the issue and how the meeting should go. You're only as good as your team and you know it! Providing you with strategic support is one of their most important roles. Providing them with increased strategic capacity is your role!

Can you build your team's strategic capacity? What are the required steps? What level of strategic competence do you mandate from your team?

10:00 AM to 11:00 AM

### Refreshment Break with Trade Show Exhibits & Networking

11:00 AM to 12:00 PM

### Getting Your Message to the Front Lines: The Missing Link Panel Presentation

- ▶ **Chief Robert P. Herman**  
Thunder Bay Police Service  
President, Ontario Association of Chiefs of Police
- ▶ **Interim Chief David Korol**  
Edmonton Police Service
- ▶ **Commissioner Chris D. Lewis**  
Ontario Provincial Police
- ▶ **Chief Clive Weighill**  
Saskatoon Police Service

You know better than anyone what life is like on the front lines. It can be lonely with minimal communication about important matters. Often the information that filters down becomes



inaccurate and stale. Some organizations communicate in silos and skew the message to favour a point of view; others choose to hear what they want and ignore what front line members know to be true. Members turn elsewhere for the facts; often the news and frequently their police association. Effective internal communications require constant attention.

What is effective communication really? How does your organization deliver on its promise to keep their members engaged and informed? Is there a process that works and where do you start?

12:00 PM to 1:00 PM

## Lunch Buffet with Trade Show Exhibits & Networking

1:00 PM to 2:15 PM

## Assisting Your Organization with Difficult Transitions *Panel Presentation*

- ▶ **Directeur Serge Bélisle**  
Service de police de la Ville de Québec
- ▶ **Mayor Ivan Court, City of Saint John, New Brunswick**  
President, Canadian Association of Police Boards
- ▶ **Chief John Diaz**  
Seattle Police Department

Traumatic events can take different forms. They may be high profile public events such as accusations of racism or improper police conduct. They can be major internal affairs such as fraud or accusations of drug use. After two or three of these issues, the organization can become comatose and unable to move forward in the pursuit of excellence. What do you do now?

Do you have barriers to moving to the next level of excellence? Is the best action to replace a veteran executive to signal change? Do you have the creativity and energy in place to get things moving again in the right direction? Maybe you do nothing, and just work with what you have.

2:15 PM to 2:45 PM

## Refreshment Break with Trade Show Exhibits & Networking

2:45 PM to 3:30 PM

## Face to Face with the Experts *Panel Presentation*

### ▶ All of the Day's Presenters

This session will bring together the day's presenters for a wide ranging discussion on questions that matter to you. Roving microphones will facilitate a highly interactive session designed to enable you to dig deeper into some of the ideas presented in the day's sessions.

3:30 PM to 4:00 PM

## Closing Remarks

Wrap up session with conference officials and next year's conference host.

4:00 PM to 6:00 PM

## Networking Reception

### PLAN FOR OUR 2012 CONFERENCE:



Interim Chief David Korol and the Edmonton Police Service are pleased to announce that they will be hosting the 8th annual International Conference for Police & Law Enforcement Executives in 2012.

The Edmonton Police Service is the municipal police force for the City of Edmonton, Alberta, Canada. The Edmonton Police Service is known as one of the most modern and progressive police organizations in North America, employing approximately 1,400 police officers and 500 civilian members.



# 2011 INTERNATIONAL CONFERENCE FOR POLICE & LAW ENFORCEMENT EXECUTIVES

MAY 15 - 17, 2011 | DELTA GRAND OKANAGAN | KELOWNA, BC, CANADA

Seats are limited! Register  
today for this May conference!

## REGISTRATION FORM

### 1. DELEGATES

- 1) Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
E-mail: \_\_\_\_\_
- 2) Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
E-mail: \_\_\_\_\_
- 3) Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
E-mail: \_\_\_\_\_
- 4) Companion Name: \_\_\_\_\_

### 2. CONTACT (Confirmation will be sent to the e-mail address provided below)

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
E-mail: \_\_\_\_\_  
Organization: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ Prov/State: \_\_\_\_\_  
Postal/Zip Code: \_\_\_\_\_ Country: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

### 3. PAYMENT

**Delegate Rate** \$869 CAD + HST per delegate registration  
**Companion Rate** \$149 CAD + HST per companion registration

- Cheque enclosed is payable to CPMS  
 Invoice PO#: \_\_\_\_\_  
 Credit Card (Visa/MC/AMEX)

Card Number: \_\_\_\_\_ Expiry Date: \_\_\_\_\_

Cardholder's Name: \_\_\_\_\_

Signature: \_\_\_\_\_

*Please note that credit card payments will be processed by CPMS, the organizing committee.  
All prices listed above are in Canadian Dollars. (HST# 87403 2162)*

### 4. HOW DID YOU HEAR ABOUT US?

- Mail  E-mail  Colleague  Other: \_\_\_\_\_

**Note:** Conference organizers may substitute speakers and modify content. Cancellation Policy: Only cancellations made prior to April 8, 2011 will receive a 100% full refund.

### How to Register:

-  Register online at [www.internationalpoliceconference.com](http://www.internationalpoliceconference.com)
-  Register over the phone by calling 604-688-2641 or toll free 1-888-452-6422 (Canada & US only) from 8am to 5pm PST
-  Complete the attached registration form and fax it to 604-688-2642
-  Complete the attached registration form and mail it to:  
International Conference for Police & Law Enforcement Executives  
780-1111 West Hastings Street  
Vancouver, BC  
V6E 2J3 Canada

### Delegate Registration Includes:

- ▶ Official conference package
- ▶ Welcome Reception on May 15
- ▶ Official Dinner Banquet on May 16
- ▶ Breakfast, Lunch & Refreshment Breaks on May 16 and May 17
- ▶ Networking Reception on May 17
- ▶ Access to an exclusive trade show
- ▶ Delegates' contact list
- ▶ Exhibitors' contact list

### Companion Registration Includes:

- ▶ Welcome Reception on May 15
- ▶ Official Dinner Banquet on May 16
- ▶ Networking Reception on May 17

### Conference Location and Preferred Accommodation:

Delta Grand Okanagan  
1310 Water Street  
Kelowna, British Columbia  
V1Y 9P3 Canada  
Reservations Department: 250-763-4500  
Central Reservations (toll free):  
1-800-465-4651  
[www.deltahotels.com](http://www.deltahotels.com)

Preferred rates are available up to and including April 15, 2011 for \$199 plus taxes per night. Please quote "International Conference for Police & Law Enforcement Executives" when making your reservation. Reserve early as this rate is limited to a first come, first serve basis.