Executive Leadership for Challenging Times:

“Motivating a Generationally Diverse Workforce”

September 24 – September 25, 2013

Presented by:

The Center for Police Executive Development

Michigan State University
School of Criminal Justice
What is the Police Executive Development Series (PEDS)?

The Police Executive Development Series (PEDS) is an innovative program of leadership development seminars specifically designed to address the limited number of high quality development experiences available for police executives. With PEDS, timeless leadership issues such as strategic thinking, managing change, innovative problem solving, developing people, building control systems, and handling political situations are linked with timely current issues such as homeland security, regionalization and consolidation and strategic planning. PEDS integrates both theory and practical application skills to form a complete skill-building package that the progressive police leader can apply immediately.

How is PEDS Different?

PEDS offers a distinct approach to leadership development. PEDS takes an action learning approach with the assistance of field experts. In other words, PEDS puts the police leader into direct contact with specialists who can assist them in applying leadership skills within their respective agencies. The Series targets police executives and those identified as having high potential for reaching executive level positions.

Who Should Attend?

PEDS is an innovative series of programs offering targeted leadership issues for police executives and those identified as having high potential for reaching executive level positions.

This Year’s PEDS

As in the past, the topics highlighted each year vary based on the emerging trends and needs of senior police leaders. This year PEDS is focusing on motivating the "next generation" police employee. This is a topic with application at all levels of government; municipal, township, tribal and county. The “next generation” workforce is creating a new level of challenges for law enforcement management. This emerging workforce is made up of new recruits whose generation’s formative experiences include an overabundance of “helicopter” parenting, abundant reward and recognition, minimal accountability and an expectation of frequent praise. These circumstances can lead to frustration, communication problems and less than desired productivity.

Fortunately, there are also individuals in the emerging workforce who are technically advanced, resourceful and eager to make a contribution. They are committed to improving the organizations they work for and to working as a productive member of a competent team. But they expect to have a voice in how the team functions and to be recognized for their contributions...immediately. The trick for current leaders is to unlock the talent, skills and intrinsic motivation of today’s workforce. It can be done, but it means using different management strategies than were used in the past.

Registration Information:

To register, simply fill out and mail the attached registration card.

Dates: Tuesday, September 24, 2013
       Wednesday, September 25, 2013

Location: The James B. Henry Center for Executive Development
          3535 Forest Road
          Lansing, MI 48910-3831

Lodging: Suggested: Candlewood Suites, adjacent to the James B. Henry Center
          20 rooms will be held for our attendees until Monday, August 19, 2013

Registration Fee: $395.00
Training is eligible for $302 60% funds
MCOLES Registered: MSUSCJ201307

Lodging is not included in the registration fee

Fee Includes:
* Conference registration
* Admittance to all sessions
* All workshop materials
* Tuesday lunch & social hour
* Wednesday continental breakfast & lunch

* Registrants are responsible for arranging their own lodging

MMRMA Members may qualify for tuition assistance

For Further Information Contact: Sandi Cox (517) 355-9648
Space is limited so register early!
2013 Seminar Schedule:

Tuesday, September 24, 2013
Registration
Introduction and Session Kickoff
Presenter: Mary Temple
Topics: Motivating People to Perform
◆ A quick look at the generations
◆ Understanding motivational strategies for managing a generationally diverse workforce
◆ Best practices for performance coaching
◆ The competition score sheet
◆ Small group breakouts for learning application
◆ Reward and recognition of the “next generation” employee

Wednesday, September 25, 2013
Presenter: Mary Temple
Topics: Leadership in Challenging Situations
◆ Time management for the “next generation” employee
◆ Next generation retention strategies
◆ Best practices for challenging situations
◆ Small Group Breakouts, Hands-On Development

PEDS 2013 Highlights
◆ Exploring the issues in motivating and retaining the “next generation” of police employee.
◆ Development of motivational strategies for the generationally diverse police workforce.

◆ Creating reward and recognition incentives that are aligned with generational trends;
◆ Provide recruitment and retention strategies utilizing a best practices method;
◆ Time and task management for the next generation employee;
◆ Recognizing competitive elements and their uses;
◆ Apply effective leadership strategies to difficult situations related to generational differences;
◆ Practical application of the learning material via the competition score sheet;
◆ Making the “next generation” fit into a professional police organization;
◆ Social media considerations with the “next generation” employee.
Presenter: Mary Temple

Mary Temple owns and operates a consulting and training company in southeast Michigan that designs and delivers training for companies including Bosch, Volkswagen Group of America, Audi, Porsche Cars North America, General Motors, Ford, Chrysler, Toyota, Lexus, Harley Davidson, National Auto Dealers Association, Michigan State University Department of Criminal Justice, The State of Michigan Prosecuting Attorney’s Association, The City of Grand Rapids, Michigan, Delta College Corporate Services, Genesys Health Systems as well as other US and international firms in South Africa, Australia, Mexico, Canada and Europe.

For the past four years Mary has provided leadership development training for the MSU School of Staff and Command and has been associated with MSU’s School of Criminal Justice for over ten years.

In addition to delivering highly engaging and meaningful classes, Mary has a master’s degree in Instructional Systems Design from Michigan State University. This combined skill set has provided the foundation upon which Mary has led or played a pivotal role in leading national and international “turn-key” launches of complete curricula for some of the clients listed above. Mary is often involved in the design of the overall curricula, design of materials, logistics planning, trainer preparation and training.

Program Facilitator: Kim Lawrence, Director, Center for Police Executive Development Michigan State University

Program Facilitator: Jerry Boles, Associate Director, Michigan Regional Community Policing Institute

Program Facilitator: J. Kevin Ford, Ph.D. Industrial/Organizational Psychologist, Michigan State University

Excellence is the gradual result of always striving to do better.”
- Pat Riley, Professional Basketball Executive and former NBA Coach and Player, born in 1945