

# LIFELINE



The Newsletter of the LIFE at LEMIT Alumni Association

## LIFE'S BRAGS

### **Kim Kunz**      **LIFE Class #15**

Kim took the leap of faith and changed jobs in April, in order to better fulfill her personal and family goals - and it's really paid off! She is loving her new job and her future is looking bright! Way to go, Kim!

### **Ann Green**      **LIFE Class #6**

Ann graduated from LEMIT's Leadership Command College (LCC) class #76 in May. This is a highly valuable and most admirable accomplishment - Congratulations, Ann!

### **Glenda Benford-Smith** **LIFE Class #6**

Glenda finished her training to become a Certified Zumba Instructor last year. And guess what?! She's going to teach us Zumba at Conference!! Woo-hoo!

### **Renee Koog**      **LIFE Class #4**

Renee just completed the Lieutenant promotional process at Georgetown PD - and she is #1 on the list! Renee will be promoted to Lt in the coming months. Way to go, Renee!!

## 4th Annual LIFE at LEMIT Alumni Association Conference

### REGISTRATION IS OPEN!!

Join us in Georgetown, Texas for four days of networking, training, inspiration and fun!

**Nov. 6 - 10, 2016**

**Georgetown Police Department**

[CLICK HERE for Conference Registration](#)

**LIFE Association Member - \$100**

**Non-Member - \$150**

[CLICK HERE for hotel reservation](#)

**Sheraton Georgetown - \$96/night**

\* contact [life.lemit@gmail.com](mailto:life.lemit@gmail.com) for conference agenda inquiries



### LIFE'S BRAGS (continued)

#### Sabrina Naulings LIFE Class #5

Sabrina became an instructor for Texas Municipal Police Association, teaching the FRIDAY and ADAPT courses, in addition to her regular duties as the Training Sergeant for the Houston ISD Police Department. Sabrina's a busy lady!!

#### Susan Clifton LIFE Class #6

Susan graduated from Sam Houston State University on Aug. 5 with her Masters Degree in Criminal Justice Leadership and Management! Great job Susan!

#### Karen Coleman LIFE Class #4

Karen also graduated from Sam Houston State University on Aug.5, with a Masters Degree in Criminal Justice Leadership and Management! Fantastic job Karen!

#### Michelle Walter LIFE Class #14

Michelle was awarded the Texas Commission on Law Enforcement's (TCOLE) Public Service Award for her work with community programs and events while working at the Williamson County Constable's Office for Precinct 4. Way to go, Michelle!

Proud of your big accomplishment (or that of a fellow LIFE Sister)? Be sure to share the news with your Sisterhood! We'd love to celebrate your good news, and you never know who you might inspire!

Send your news to [life.lemmit@gmail.com](mailto:life.lemmit@gmail.com), or post it to our private Facebook group at:

[www.facebook.com/groups/LIFEatLEMIT](http://www.facebook.com/groups/LIFEatLEMIT)

## Upcoming Leadership Training Opportunities

### Aug 30-Sept 1

#### PATC Supervising the Toxic Officer

Aransas County Public Safety Center, Rockport, Texas  
<http://www.patc.com/training/detail.pbp?ID=14212>

This 2.5-day course is organized to help police leaders develop strategic view of dealing with toxic employees while managing your liability risk. This program is user friendly complete with different options of defensible techniques to help administrators and supervisors establish a plan to manage the toxic employee and avoid long and costly lawsuits.

### Sept 12-13

#### PATC Talk Tactics: Verbal De-escalation and Compliance

Georgetown Public Safety Operations and Training Center  
<https://pdtraining.georgetown.org/2015/07/15/patc-verbal-de-escalation-for-public-safety-officers-sept-12-13-2016/>

In today's climate of police-community relations, it is more important than ever to learn, master and use de-escalation and communication techniques to solve problems with community members. This course will teach the student the goals of tactical communication, the Crucible of the Street, Verbal De-Escalation techniques, how to apply the 15 customer service skills that everyone needs and lessons on the gentle art of persuasion.

### Sept 20

#### PLET Police-Minority Relations

Georgetown Public Safety Operations and Training Center  
<https://pdtraining.georgetown.org/2015/07/14/plet-police-and-minority-relations-sept-20-2016/>

Police & Minority relations will only improve through realistic, up-to-date training, dealing with the issues head on. This one day course will help officers identify & understand the problem, communicate more effectively with minorities, ensure compliance with federal & state laws, prepare for hostile encounters, and continue to engage in proactive policing without jeopardizing their safety.

### Sept 22

#### PLET Emotional Intelligence

Georgetown Public Safety Operations and Training Center  
<https://pdtraining.georgetown.org/files/2016/07/Emotional-Intelligence-for-Law-Enforcement-Georgetown-PD.pdf>

Emotional Intelligence for law enforcement has multiple benefits including training in situations that lead to tragic deaths and conflict resolution. Emotional intelligence training can help law enforcement mitigate the impact of stress and improve interpersonal communication within their personal and professional networks. It can aid them in becoming effective officers and leaders.

### Sept 28-30 Women of Law Enforcement Annual Conference

Bob Bolen Public Safety Complex, Fort Worth, Texas

[www.eventbrite.com/e/women-of-law-enforcement-annual-conference-2016-tickets-19533170238](http://www.eventbrite.com/e/women-of-law-enforcement-annual-conference-2016-tickets-19533170238)

## FBI-LEEDA Leadership Trilogy Courses

SEMINAR REGISTRATION IS OPEN TO ALL LAW ENFORCEMENT OF ALL RANKS  
YOU ARE NOT REQUIRED TO BE A MEMBER OF FBI-LEEDA TO ATTEND

Any individual who has successfully completed FBI-LEEDA's Supervisor Leadership Institute, Command Leadership Institute and Executive Leadership Institute will receive the FBI-LEEDA Trilogy Award.

### Supervisor Leadership Institute

Prescott Valley, AZ: Oct. 3-7

Conroe, TX: Oct. 10-14

Scottsdale, AZ: Oct. 31-Nov. 4

<http://www.fbileeda.org/i4a/pages/index.cfm?pageid=3296>

### Command Leadership Institute

San Antonio, TX: Aug 22-26

<http://www.fbileeda.org/i4a/pages/index.cfm?pageid=3294>

### Executive Leadership Institute

San Antonio, TX: Sept. 26-30

Ft. Worth, TX: Oct. 24-18

<http://www.fbileeda.org/i4a/pages/index.cfm?pageid=3293>

### Oct 3-28

### ILEA School of Police Supervision

ILEA Headquarters - Plano, TX

<http://www.cailaw.org/institute-for-law-enforcement-administration/Events/2016/school-of-police-supervision-oct.html>

The only independent four-week school in the nation for police supervisors, the curriculum focuses on the transition from "street policing" to management. This program is well suited for experienced, newly-promoted or aspiring first-line supervisors, especially those seeking supervisory excellence in a law enforcement environment.

## Executive Board Officer Elections

This year, the following Executive Board positions will be up for election. Members present at the LIFE Alumni Association's Annual Business Meeting on the last day of the conference will vote for the new officers. If you are interested in running for any of these Board positions, please email [lfe.lemmit@gmail.com](mailto:lfe.lemmit@gmail.com) for more information. You do NOT need to be present at the Business Meeting in order to run for an office.

Secretary

Historian

Treasurer

Public Relations Officer

Sergeant at Arms (2)

Chaplain



**Our sisters in Arizona have been busy, busy, BUSY since completing their LIFE courses! Check out all of this amazingsness they've been up to the past year!**

**From LIFE-AZ #1**

- \* Deanna Cantrell (Mesa PD) became Chief of San Luis Obispo, Ca PD
- \* Sgt. Aimee Trueblood (Pima County Sheriff's Office) promoted to Lieutenant
- \* Lt. Amy Bonney (Prescott PD) promoted to Deputy Chief
- \* Sgt. Charmane Osborne (Phoenix PD) promoted to Lieutenant
- \* Sgt. Diana Clevenger (Mesa PD) promoted to Lieutenant
- \* Sgt. Michelle Pickrom (Tuscon PD) promoted to Lieutenant
- \* Sgt. Jennifer Pegnato-Hill (Tuscon PD) promoted to Lieutenant
- \* Sgt. Aimee Smith (Phoenix PD) promoted to Lieutenant
- \* Sunny Wilkins retired from Chandler PD

**LIFE-AZ Class #2** has had several lateral movements and has kept great cohesion! They are having a summer reunion at the end of the August (please send pictures!). We expect big things from this group in the coming months and years!



*From the bottom of our hearts,  
we send our deepest sympathies and love  
to all our LIFE Sisters and their agencies,  
who have suffered or been affected by  
the loss of a brother or sister  
in the line of duty in 2016:*



TRAVIS COUNTY SHERIFF'S OFFICE  
TEXAS DEPT OF CRIMINAL JUSTICE  
BELLAIRE POLICE DEPARTMENT  
DALLAS AREA RAPID TRANSIT  
DALLAS POLICE DEPARTMENT  
SOUTHERN METHODIST UNIV. PD  
PATTON VILLAGE POLICE DEPARTMENT

PEARLAND POLICE DEPARTMENT  
TEXAS DEPARTMENT OF PUBLIC SAFETY  
EULESS POLICE DEPARTMENT  
PHOENIX POLICE DEPARTMENT  
HARFORD COUNTY (MD) SHERIFF'S OFFICE  
PRINCE GEORGE'S COUNTY (MD) SHERIFF'S OFFICE

*To all our brothers and sisters who have made the ultimate sacrifice:  
Thank You. Rest easy, we've got the watch from here.*

*"Greater love hath no man than this, that he lay down his life for his friends" John 15:13*

# WELCOME New LIFE Sisters!



What happens when you're just minding your own business, and you run into a Sister?

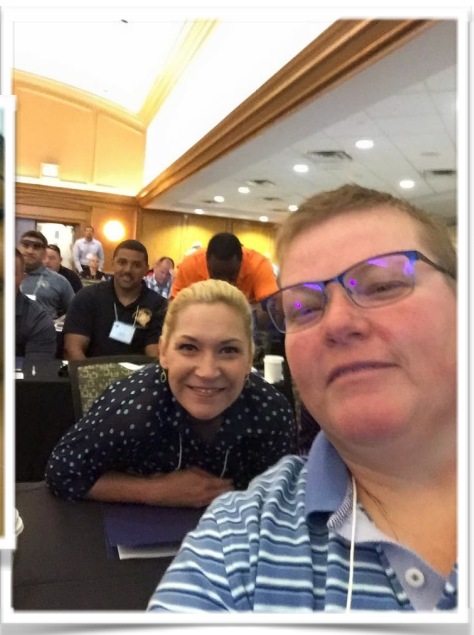
# LIFE HAPPENS!



Travis County Constable Sally Hernandez & TABC Sgt. Sheila Doyle (both Class #9) ran into each other at the Juneteenth Parade in Austin, June 2016



LEMIT's Exec. Director Dr. Rita Watkins, Yvette Shorten (Class #6) & Houston ISD Sgt. Sabrina Naulings (Class #5) bumped into each other while Sabrina was attending the Leadership Command College in June



Tx State PD Ofc. Sue Taylor (Class #4) and Stephen F Austin State PD Sgt. Amanda Kennedy (Class #10) bumped into each other at the TAASA Conference in Dallas in June



## **Instructional Leadership**

with Patricia Thompson

# **Investing in yourself: Success strategies for women officers**

**Women officers who have set clear goals, effectively managed risk and invested wisely in themselves will be in the best positions to seize new opportunities and make positive, lasting changes in their organizations and their communities**

Sep 29, 2015

Your career can be like the stock market — both can be highly volatile and unpredictable places. Financial experts tell us to have clear goals and sound investment strategies focused on diversity, risk management and investing for the long term. As a female officer, consider applying the same logic to your career, training and professional development.

When the stock market undergoes a market correction, savvy investors buy. They buy based on potential for future gains and growth. Applying that same logic to the law enforcement industry, one could successfully argue that it, too, has recently experienced a correction. The past year has been a difficult and transitional time.

Recent events have only served to highlight the critical need for agencies to embrace diversity. Traditional police models are being challenged and newer, more progressive models implemented. These models emphasize communication, collaboration and cooperation — three things most women tend to do exceptionally well. This will create leadership opportunities for women who have invested wisely in themselves and have a solid plan of action.

### **Investing Long-term**

In the world of finance, stocks, bonds and mutual funds are the primary means of currency. In law enforcement, training, education and experience serve that purpose. Invest for the long term. Do not subscribe to the notion that all training is good training — it most certainly is not.

Seek out and invest in “blue chip” training. Select established, high quality, reputable training sources and collateral duties/experiences — even if you have to donate time or pay for them yourself. Choose training and developmental experiences that challenge you, that present the most potential for meaningful gains and that push you outside your comfort zone.

Do not overlook opportunities to train the hard skills (firearms, DT, tactics, etc.) as well, as those can be some of the most challenging for women. Select training and developmental opportunities that provide high yield returns.

### **Managing Risk**

Make time for critical reflection to ensure that your core values align with those of your agency. If not, why not? What — if anything — can be done about it?

Ensure that you are being authentic in your leadership. Seek high quality feedback mechanisms (climate surveys, 360 degree surveys) and carefully consider and apply constructive criticism. Take great care to maintain a strong ethical base and ethical decision-making process. As a leader and role model, your integrity is your gold standard.

### **Setting Goals**

Research is clear that people who take the time to carefully consider their goals and reduce them to writing are far more likely to accomplish them. This holds true for leaders and followers alike. Make a priority of developing your subordinates by investing wisely in their training and development, but also make time to invest in and develop yourself.

The increasing need for diversity in command staff will create opportunities. Women officers who have set clear goals, effectively managed risk and invested wisely in themselves — their training, education and career development — will be in the best positions to seize those opportunities and make positive, lasting changes in their organizations and their communities.

## **About the author**

FBI Special Agent (Ret.) Patricia Thompson is a former firefighter/EMT, and has been a law enforcement officer for 30 years. Prior to her employment with the FBI, Patty was a police officer and State Trooper in Ohio. She holds a BA in Political Science from Wright State University, and a Master's degree in Organizational Leadership from Northcentral University.

As an FBI Special Agent for the past 23 years, Patty has been assigned to the Miami and Los Angeles Field Division's working fugitives/violent crimes, gangs and public corruption. She is an FBI instructor, certified to teach firearms, firearms instructors, police sniper, defensive tactics, arrest tactics, chemical weapons, ballistic shield and physical fitness. As Adjunct Faculty at the FBI Academy, she also taught Instructor Development and Leadership Development. Patty was the first female member of the Miami Division SWAT Team and the first female in the history of the FBI to be trained and certified as a SWAT sniper.

Patty is a recipient of the Director's Award for Outstanding Contributions in Law Enforcement from the Attorney General for her investigative work, as well as several awards from the United States Attorney's Office for successful criminal prosecutions in both Florida and California. Throughout her career, Patty has provided training to FBI Agents as well as state and local law enforcement officers throughout the U.S. and Europe. Patty is a member of the International Association of Law Enforcement Firearms Instructors, and a graduate of the Force Science Institute. She is currently Adjunct Faculty for the University of Tennessee Law Enforcement Innovation Center and the developer of Building Warrior Women: Leadership Tactics.