

Law Enforcement Leadership Academy

Randolph Community College: January - May 2024

The Law Enforcement Leadership Academy (LELA) provides leadership development for current and future law enforcement supervisory personnel. We accomplish this goal by bringing together experts from across the law enforcement profession over a five-month period so agencies can empower first line supervisors with the training needed to lead their agencies in the current policing environment.

TRAINING COURSES

LEADERSHIP STYLES & VALUES – Identification of personal strengths and weaknesses in your own leadership abilities is key to success. Practical challenges that build and develop leadership skills through a team concept will be presented to forge leaders who own their actions and are effective in the development and supervision of their staff.

RECOGNIZING SUPERVISORY RESPONSIBILITIES – The expectations and abilities required of a leader, manager or supervisor in recognizing their responsibilities are often overlooked and taken for granted. Identify the role of the leader through responsibility and learn to lead by personal and complete ownership.

OWNING YOUR LEADERSHIP – Owning your leadership role within the organization will lead to success. To have a winning team, leaders must understand ownership over their actions is essential. Learn how to take extreme ownership while acknowledging mistakes and developing a plan of action to ultimately succeed.

USE OF FORCE & CRITICAL INCIDENT REVIEW – Solid, extensive documentation of use of force events are a must. Learn to construct a use of force report based upon N.C.G.S., U.S. Supreme Court rulings, and human cognitive biases. Course to include scenario training and discussion breakouts.

LAW ENFORCEMENT LEADERSHIP FOR THE 21ST CENTURY– Complacency in law enforcement can be fatal for both officers and organizations. Learn to adapt with change and be a futuristic leader that has innovative vision with action for solving problems internally and externally.

MEDIA & PUBLIC RELATIONS – Law Enforcement relations with the media and general public are critical to success. Learn how to develop and maintain relationships and participate in practical exercises that include mock press conferences and community meetings.

SUPERVISION IN A SOCIAL MEDICAL WORLD – Living in a social media world can often be complex especially for Law Enforcement leaders. This one-day instruction will provide guidance for leaders to effectively utilize social media platforms while maintaining professionalism throughout the organization.

LEGAL ISSUES FOR LAW ENFORCEMENT LEADERS – More than an ordinary legal class, students will be guided by professional instruction and participate in discussion of law enforcement leadership as it relates to legal implications within the organization, media, public and other community stake holders.

Law Enforcement Leadership Academy

Randolph Community College: January - May 2024

COURSE INSTRUCTORS



Kimberly Overton is a prosecutor, trainer, teacher, speaker and facilitator currently serving as the Director of the North Carolina Conference of District Attorneys where she provides technical assistance, education and training to prosecutors, law enforcement and other criminal justice and allied professionals. Before coming to the Conference of District Attorneys in 2003 as North Carolina's first Traffic Safety Resource Prosecutor, Kimberly served as an Assistant District Attorney in Halifax County, NC working in both district and superior court.



Felicia McAdoo is a retired Chief Deputy Sheriff of the Mecklenburg County Sheriff's Office and was the highest-ranking female officer. She began her career in 1986 as a security officer and has served in many levels of supervision including Sergeant, Lieutenant, Captain, Major, and Detention Commander, until her selection to Chief Deputy in 2008. Ret. Chief McAdoo has provided Leadership instruction to law enforcement personnel for many years and has served for the Mecklenburg County's Leadership Education and Development program. Felicia is a graduate of AOMP at NC State University.



Derrick Crews is an active 28-year police veteran with advanced experience in Subject Control Training and Agency Liability Planning. Derrick is an active SWAT team member, Internal Affairs Investigator, and works with the CALEA accreditation process. He is an IADLEST Nationally Certified Instructor, Force Science Analyst, and a Force Science Instructor. He holds a bachelor's degree in criminal justice from American Military University.



Charles Gardner is a retired Chief Deputy from the Chatham County Sheriff's Office and retired in January 2022 after serving twenty-six (26) years in law enforcement. During his law enforcement career, he was tasked with planning, directing, and overseeing the operational functions of the Sheriff's Office. He is a veteran who joined the US Marine Corps in 1977 and served honorably for twenty-years (20). He holds a Bachelor's Degree in Criminal Justice from Ashworth College in Georgia and is a graduate of the FBI Leadership Command College.



David Anthony is an active law enforcement professional with expert skills in Administrative and Criminal Investigations duties. He currently serves on the Executive Command team with his employed agency and oversees the development and implementation of advanced training. David is an active police trainer having developed courses of instruction to local, state, and federal partners in the Use of Force, Documenting Use of Force, and Conducting Internal Investigations. He is the recipient of the FBI-LEEDA's Trilogy Award and a graduate of PERF's Senior Management Institute for Police. David holds a Bachelor's Degree in Criminal Justice from Liberty University.

Law Enforcement Leadership Academy

Randolph Community College: January - May 2024

COURSE INSTRUCTORS



Rebecca Anderson is an experienced practitioner in the fields of conflict management, and leadership development. She is currently the Director of Leadership & Development at a statewide agency. She has successfully led training in the areas of effective communication, mediation, conflict resolution, and negotiation, within mental health, healthcare, housing, and child welfare organizations. Rebecca holds a PhD in Conflict Analysis, with a focus on crisis negotiation, from Nova Southeastern University.



John Morris is an active 25-year police veteran with advanced use of force and tactical experience. He serves as a SWAT Team Leader/ Asst. Team Commander. Previous assignments include Patrol Lieutenant, Lead Use of Force Instructor, and Chief Staff Liaison/ Public Information Lieutenant. John is a NC SCAT, Advanced Ground Defense, Physical Fitness, and Rapid Deployment instructor. He is considered an expert in Excited Delirium and in-custody death. John holds a B.A. Degree in Criminal Justice from Western Carolina University, and is a graduate of AOMP at NC State University.



Sara Pack is a sworn law enforcement officer who has prior service as a Captain and Public Information Officer and currently serves as the PIO for the NC Zoo. She has earned a B.A. degree in English, Criminal Justice and Psychology and her Master's degree in public administration. She holds the Advanced Law Enforcement Certificate from NC Training and Standards Commission and has personally attended several leadership programs throughout her career.

David Jones is an active law enforcement officer serving his community and department at the rank of Chief. He has earned a Master's degree in Criminal Justice: Public Administration. Chief Jones has many years of experience helping train and develop future law enforcement leaders.