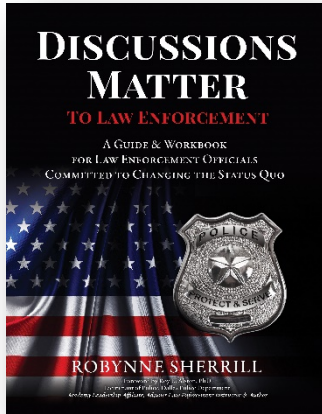


DISCUSSIONS MATTER TO LAW ENFORCEMENT: A GUIDE & WORKBOOK FOR LAW ENFORCEMENT OFFICIALS COMMITTED TO CHANGING THE STATUS QUO

Discussions Matter is a Workbook & Guide designed to engage law enforcement officials in open, honest dialogue about issues that concern them, involve them and the communities they serve. The objective of the Workshop is to facilitate discussions that enhance or improve law enforcement behaviors and practices, to develop their ability to drive positive change.



DISCUSSIONS MATTER WORKSHOP

Target audience: Law Enforcement Officials at all levels of Policing

Audience size: Ideal class size is 25-30 to promote interactive discussion and sharing

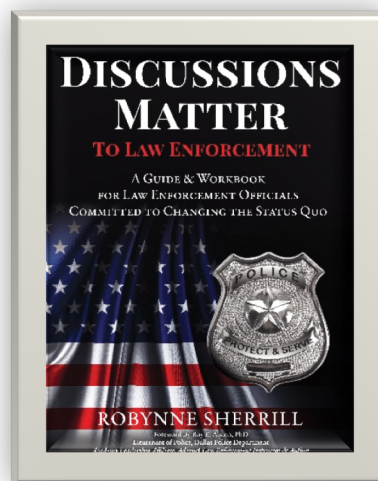
Workshop length: Flexible based on delivery preference. Recommend 60 - 90 minutes per topic or 1-day for 5 topics (including breaks, lunch, etc.)

Workshop facilitation: Direct facilitation by law enforcement trainer or senior law enforcement leader.

WORKSHOP LEARNING OBJECTIVES

TOPIC	LEARNING OBJECTIVE
<p>TOPIC 1 TO PROTECT AND TO SERVE</p> <p><i>Self-Awareness</i></p>	<p>Following Topic 1, participants will:</p> <ul style="list-style-type: none"> • Understand agency expectations for performance and behaviors • Develop community awareness of agency expectations • Assess their own personal biases, that may be influenced by current events, and address improvement opportunities
<p>TOPIC 2 UNDERSTANDING POLICE LEGITIMACY & FOLLOWERSHIP</p> <p><i>Community Awareness</i></p>	<p>Following Topic 2, participants will:</p> <ul style="list-style-type: none"> • Have a better perspective of how they and community members view legitimacy, and use that knowledge to improve relationships • Understand how to use relationship building, versus authority, to improve interactions with community stakeholders • Discover similarities and differences between their expectations and those of community members to bridge relationship gaps.
<p>TOPIC 3 DEMONSTRATING VALUES BASED PERFORMANCE</p> <p><i>Agency Awareness</i></p>	<p>Following Topic 3, participants will:</p> <ul style="list-style-type: none"> • Develop or update the agency value statement to ensure it is inclusive and represents the agency's current focus • Have renewed accountability to agency values, defining how they will demonstrate those values as they serve • Use knowledge of challenges they, and other members, face to identify opportunities for personal and agency improvement

<p>TOPIC 4 VISIBLE ACTIVE ENGAGEMENT & VISION</p> <p><i>Relationship Awareness</i></p>	<p>Following Topic 4, participants will:</p> <ul style="list-style-type: none"> • Identify elements that are stressing internal and external relationships, to mitigate risks to positive change and trust building • Establish/leverage an agency vision that motivates agency and community members toward active change that builds relationships between them • Develop stakeholder messages and action plans to target agreed upon gaps in community engagement
<p>TOPIC 5 MAKING THE DECISION TO CHANGE</p> <p><i>Change Agility</i></p>	<p>Following Topic 5, participants will:</p> <ul style="list-style-type: none"> • Establish a commitment to make and/or influence positive change • Realistically identify barriers to making positive change, assess risks and establish agreed upon tasks • Apply new knowledge, practices and principles to drive change, demonstrating the behaviors that promote sustainable differences within the agency and community



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