

DON'T DELAY! THE EARLY BIRD DEADLINE IS FEBRUARY 15, 2013!



THE INTERNATIONAL CONFERENCE FOR POLICE & LAW ENFORCEMENT EXECUTIVES

Toronto, Ontario - May 26 to 28, 2013



Featured speakers from the following organizations:





CANADIAN
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POLICE
DEPARTMENT



CANADIAN
PROFESSIONAL
MANAGEMENT
SERVICES



THE INTERNATIONAL CONFERENCE FOR POLICE & LAW ENFORCEMENT EXECUTIVES

MAY 26 - 28, 2013 | TORONTO, ON, CANADA

Dear Colleague,

The annual 'International Conference for Police & Law Enforcement Executives' will be held in Toronto, Ontario, from May 26th to 28th. The conference theme is "The New Reality: Can We Deliver?" and the conference will be hosted by Commissioner Chris D. Lewis and the Ontario Provincial Police.

We are increasingly scrutinized for our department's results, actions, and costs. We no longer have the luxury of leaving issues of service reviews, cost reductions, and personnel changes off the table.

The new reality we face is defining and achieving measurable results for all stakeholders, internally and externally. We must continually improve on the value that we add, while finding the most efficient means of service delivery. "The New Reality" has had significant impact on executive careers. Departments that fail to find the right formula suffer the unenviable political consequence.

We have gathered an international panel of police executives to come from the four corners of the world to share their experiences with living "The New Reality." The discussion promises to be dynamic, candid, and open.

We look forward to seeing you in Toronto!

Sincerely,

Chris D. Lewis, O.O.M.
Commissioner
Ontario Provincial Police

Jim Chu, O.O.M.
President, Canadian Association of Chiefs of Police
Chief Constable, Vancouver Police Department

Jim Cessford, M.O.M.
Chief Constable
Delta Police Department

Mohamed Doma, M.B.A.
Senior Partner
Canadian Professional Management Services

www.internationalpoliceconference.com

388 - 1111 West Hastings Street, Vancouver, BC V6E 2J3

Toll Free: 1-888-452-6422 Tel: 604-688-2641 Fax: 604-688-2642



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](#)

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

[National Gendarmerie of France](#)

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

[Vancouver Police Department](#)

“A fabulous conference with a wide range of outstanding speakers and law enforcement professionals. It should be a day longer!”

[Birmingham Police Department](#)

“Speakers were excellent.”

[Federal Bureau of Investigation](#)

“Excellent presentation touching on the issues that all police agencies deal with. Excellent facilities.”

[Royal Canadian Mounted Police](#)

“Great speakers. Dynamic. Influential.”

[Toronto Police Service](#)

Partial list of previous Police & Law Enforcement 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...



ABOUT THE HOST DEPARTMENT

On October 13, 1909, a provincial Order-in-Council decreed the establishment of the Ontario Provincial Police Force (OPP) - a permanent force of salaried police constables. From its earliest days to today, the strength of the OPP has been its people.

Today, with more than 6,000 uniform and 2,800 civilian members, the OPP delivers cost effective and professional policing services to the province, including 322 municipalities; 172 on a Section 5.1 PSA “non-contract” basis and 150 on a Section 10 PSA “contract” basis. The OPP operates out of 78 host detachments and 87 satellite offices, five regional headquarters, one divisional headquarters, and a general headquarters.

The OPP is not only responsible to provide police services to parts of Ontario that do not have municipal police services but, in addition, is responsible for traffic safety on provincial roadways, waterways and trails, policing over 969,000 square kilometres of land and over 94,000 square kilometres of water. It also maintains investigative services to assist municipal police services.

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



SPEAKERS



JIM CHU, O.O.M. **Chief Constable** **Vancouver Police Department**

Chief Chu a 32-year veteran with the Vancouver Police Department, was appointed Chief Constable in August 2007. He joined the Vancouver Police Department in 1979. His early assignments included Patrol Constable, School Liaison Officer, and Planning and Research. He was promoted to Corporal in 1989 and then Detective in 1990. He held investigative assignments in General Investigation and Robbery Squads, then returned to patrol as a Sergeant in 1991. In 1996, he was assigned to head the Recruiting Unit.

Chief Constable Chu holds a Bachelor of Business Administration degree from Simon Fraser University and a Master of Business Administration degree from the University of British Columbia. He is a graduate of the FBI National Executive Institute. In May 2007, Chief Chu was invested by the Governor General as an "Officer" of the Order of Merit of Police Services. Chief Constable Chu currently serves on the board of the Canadian Association of Chiefs of Police, and the Major Cities Chiefs Association.



MOHAMED DOMA, M.B.A. **Senior Partner** **Canadian Professional Management Services**

Mr. Doma has worked extensively with uniformed service organizations by providing them his expertise, knowledge, and diplomatic approach in such areas as strategic planning, contract negotiations, labour relations, organizational development, and executive coaching. As a facilitator, Mr. Doma is frequently requested to facilitate executive leadership programs to international audiences. Through his ability to combine his knowledge, and experience with a unique style, he is able to captivate and motivate audiences of all ranks in police, fire, and uniformed emergency services.

In addition, Mr. Doma is a skilled mediator who is able to quickly identify the common ground among the parties to create strategic solutions. Some of these discussions included regional bargaining associations for the Police Complaints Process, fire jurisdictions, and by order in council, the integration of police departments. Other achievements include the development of a five-year strategic plan for the British Columbia Association of Chiefs of Police, the integration of the Organized Crime Agency of British Columbia with the RCMP, and the development of the strategic plan for the Transit Police Service.



HON. JULIAN FANTINO **Minister of International Cooperation** **Government of Canada**

The Honourable Fantino is Canada's Minister of International Cooperation and Member of Parliament for Vaughan. He was first elected to the House of Commons in November 2010 and was re-elected in May 2011. Hon. Fantino previously served as Minister of State (Seniors) from January 2011 to May 2011, and Associate Minister of National Defence, specifically responsible for military procurement, until July 2012.

Prior to his election to Parliament, Hon. Fantino served almost 40 years in law enforcement, including as Chief of the London Police Service, York Regional Police, and Toronto Police Service. He served as Commissioner of the Ontario Provincial Police and as Ontario's Commissioner of Emergency Management. He is also Past-President of the Ontario Association of Chiefs of Police and Vice-President-at-Large of the International Association of Chiefs of Police.

Hon. Fantino is active in local and international victim rights groups, including as an honorary member of Canadian Crime Victims Foundation.



MARK HAMILTON **Chief Superintendent** **Police Service of Northern Ireland**

Chief Superintendent Hamilton was appointed District Commander for 'A' District, North & West Belfast in March 2009. The major challenges facing this district are the management of parades and interface tensions and the development of community confidence in the Police Service. Chief Superintendent Hamilton has commanded the most serious incidents of public disorder in Northern Ireland in recent years. He has also managed a number of terrorist incidents and has had a number of officers seriously injured in terrorist attacks. In April 2008, Chief Superintendent Hamilton took up the position of Commander of Urban Region Operational Command Unit. His primary role was that of Senior Public Order Commander for Belfast and in this role he took active command at public order incidents across the City. He was also the Commander of the Roads Policing, Tactical Crime, and Belfast Regional Control Centre. In April 2006, he was promoted to the rank of Superintendent Operations Manager for Urban region OCU.



ARMAND LA BARGE, O.O.M.
Chief of Police (Ret'd)
York Regional Police

Chief La Barge began his career with York Regional Police in 1973. In 2002, he was appointed Chief of Police, a position he held until his retirement in December 2010.

Chief La Barge is a champion of diversity and inclusion and an ardent defender of social justice and human rights. He has been recognized with countless awards for his community service, his work with young people and his work in the fight against hate crime, racism, and discrimination, including the 2012 Black Business Professional Association Harry Jerome Award for Diversity, the Wilf Wilkinson Rotary Peace Award, and the YMCA Peace Medallion.

Chief La Barge was awarded the Police Exemplary Services Medal in 1994, the Queens Golden Jubilee Medal in 2002, and the Exemplary Service First Bar in 2004. Chief La Barge was invested as an Officer of the Order of Police Merit in 2006 and a Member of the Most Venerable Order of the Hospital of St. John of Jerusalem in 2012.

Chief La Barge is currently completing his Ph.D. at Charles Sturt University in Australia in the field of Aboriginal studies.



CHRIS D. LEWIS, O.O.M.
Commissioner
Ontario Provincial Police

Commissioner Lewis became the Commissioner of the Ontario Provincial Police (OPP) in August 2010, assuming leadership of one of North America's largest deployed police services. Commissioner Lewis oversees front-line policing, traffic and marine operations, emergency response and specialized and multi-jurisdictional investigations throughout the Province of Ontario.

Since joining the OPP in 1978, Commissioner Lewis has amassed a wealth of operational policing experience, particularly in front-line service delivery, various investigative disciplines and tactical operations. From 2007 until his appointment as Commissioner, he served as Deputy Commissioner of Field Operations.

Commissioner Lewis, an Officer of the Order of Merit of the Police Forces, is a graduate of the FBI's National Academy Program. He is a strong advocate for community-based initiatives, including the United Way and the Ontario Law Enforcement Torch Run for the Special Olympics.



CHESTER L. LOGAN
Interim Chief of Police
Detroit Police Department

Upon leaving the Detroit Public School System, Chief Logan immediately joined the Armed Forces, serving in Vietnam during 1968. After military duty, Chief Logan gained employment with the Detroit Police Department where he has remained for 43 years. He is currently serving as the Interim Chief of Police. From 1992 to 2002, he was Commander of the 7th Precinct. From 2006 to 2008, he was Deputy Chief of the Northeastern District and from August 2010 to October 2012, he was Assistant Chief of Police. Chief Logan has acquired a long history of community service and dedication to the city of Detroit. Chief Logan is the recipient of numerous Detroit Police Department recognition and honor awards. He is also a present and former member of numerous associations including the Detroit Lieutenants and Sergeants Association (former member), Detroit Police Command Officers Association (former member) and the National Organization of Black Law Enforcement Executives. Chief Logan holds a Bachelors degree from Madonna University and a Masters degree from Eastern Michigan University.



EDGAR MACLEOD, O.O.M.
Executive Director, Atlantic Police Academy
Chief of Police (Ret'd), Cape Breton Regional Police Service

Chief MacLeod's 39-year policing career began in 1973 following his graduation from the Atlantic Police Academy in Charlottetown, PE. He has served on the Shelburne, Charlottetown Sydney and New Waterford Police Departments. In 1993, he was appointed the first Chief of Police for the Cape Breton Regional Police Service and served in that position until he was appointed as Executive Director of the Atlantic Police Academy in January 2008 – a position he currently holds. Chief MacLeod has also been recognized for his leadership and passion in areas of Human Rights and Multi Agency Collaboration on Drug Abuse Prevention and Family Violence. He currently serves on the Penn State Justice and Public Safety Institute Advisory Board and is an active member of the IACP. In October 1999, Chief MacLeod was selected by his peers within the Atlantic Provinces to be the first recipient of the Michael C. MacDonald Memorial Award for demonstrating excellence in matters of family, community and career. In 2004, he earned a Bachelor of Arts degree and in 2006 he was conferred a Doctor of Laws (Honoris Causa) from Cape Breton University. In 2008, Chief MacLeod was appointed Commander to the Order of Merit of Police Forces.



SPEAKERS



GARRY MCCARTHY

Superintendent
Chicago Police Department

In September 2006, Superintendent McCarthy was chosen to lead the Newark Police Department. Within his first year, the Department achieved a 9% reduction in murder. This marked the first reduction since 2002. Along with this reduction, the Newark Police Department experienced additional improvements in efficiency and professionalism including a 17% increase in arrests since 2006 along with diminished complaints against police officers. In 2011, Superintendent McCarthy was chosen to be Superintendent of the Chicago Police Department. His nomination to this position was approved by the Chicago City Council in June 2011. As Chicago Police Superintendent, Superintendent McCarthy works to reduce violence and crime by using proven crime fighting and prevention strategies that helped reduce crime in other cities including New York and Newark. Among these strategies is the CompStat program, which involves a weekly meeting with District Commanders to discuss how they are addressing crime in their districts and what their plan is to further reduce crime.



HON. WALLY OPPAL, Q.C.

Commissioner

Hon. Oppal has dedicated his entire working life to improving social justice and community safety. He was born in the Vancouver-Fraserview neighbourhood and raised on Vancouver Island. He attended law school at UBC, and following operated his own private practice for 14 years in Vancouver, before he was appointed to the County Court of Vancouver in 1981. Four years later, he was appointed to the Supreme Court of British Columbia. In 1992, he wrote the report for the Independent Commission of Inquiry into Policing in British Columbia, and while in court, was a specialist in several high-profile cases. In 2003, he was appointed to the British Columbia Court of Appeal where he served until 2005, when he resigned to sit in the provincial legislature and was appointed Attorney General. That May, he was elected MLA for Vancouver-Fraserview. Hon. Oppal served as Attorney General and Minister Responsible for Multiculturalism from 2005 to 2009. He is a frequent guest lecturer for Continuing Legal Education Society seminars and on criminal justice, violence against women and women's justice issues. In 2010, he was awarded an Honorary Doctorate of Laws from the University of the Fraser Valley and was appointed Commissioner of the Missing Women Commission of Inquiry. In February 2011, he was appointed Chancellor of Thompson Rivers University.



SIR HUGH ORDE, OBE

President
Association of Chief Police Officers

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 Wales and 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. 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. In 2010, he was awarded a Queen's Police Medal for services to policing.



NEAL PARKER

Deputy Commissioner (Ret'd)
Royal Police of Antigua and Barbuda

Deputy Commissioner Parker is an international subject matter expert in policing, law enforcement, management, and security, having earned his experience, knowledge, and skills serving with the Royal Canadian Mounted Police; ICPO INTERPOL, Royal St. Lucia Police Force; House of Commons Security Services; International Air Transport Association; Sierra Systems Group; and the Royal Police Force of Antigua and Barbuda, West Indies in senior executive positions. Deputy Commissioner Parker served the International Criminal Police Organization INTERPOL (France) as an elected member of the Executive Committee - Delegate and Vice President of the Americas' (Western Hemisphere); Chair, Finance Sub Committee, Member Privacy and Oversight Commission; and Chair, Strategic Development Sub Committee. Deputy Commissioner Parker was engaged by the Government of Antigua and Barbuda to lead the police service in a major change management project. While leading a Senior Management Team, the serious crime rate was reduced to the lowest in the English speaking Caribbean. Twice decorated for outstanding police work, leadership and, having merited the Governor General's Meritorious Service Award, Deputy Commissioner Parker served the police force as a leader and change agent with honor and distinction. Deputy Commissioner Parker holds a Bachelor of Science degree.



CHARLES H. RAMSEY
Commissioner
Philadelphia Police Department

Commissioner Ramsey was appointed Police Commissioner of the Philadelphia Police Department in January 2008. He leads the fourth largest police department in the nation with over 6,500 sworn members and 830 civilian members.

He brings over forty years of knowledge, experience and service in advancing the law enforcement profession in three different major city police departments, beginning with Chicago, then Washington, DC, and now Philadelphia.

Commissioner Ramsey currently serves as President of both the Police Executive Research Forum and Major Cities Chiefs Association, the only law enforcement professional to hold both of these prominent positions at the same time. During his four years as Police Commissioner in Philadelphia, the Philadelphia Police Department has continued to make significant progress in driving down violent crime in the city. With a renewed focus on evidence-based policing initiatives, organizational accountability and a neighbourhood-based policing strategy, Philadelphia has seen nearly a 14% reduction in violent crime and a 17% reduction in homicides.



PETER SLOLY, M.O.M.
Deputy Chief of Police
Toronto Police Service

Deputy Chief Sloly is in his 24th year with the Toronto Police Service. Prior to his policing career, he played professional soccer and was a member of the Canadian National Soccer Team. He has a Criminal Justice Education Certificate from the University of Virginia, Incident Command System Certification from the Justice Institute of British Columbia, a Bachelor of Arts in Sociology from McMaster University and a Masters in Business Administration from York University's Schulich School of Business. He is a graduate of the Federal Bureau of Investigation (FBI) National Academy and the University of Toronto Rotman Police Executive Leadership Program.

Deputy Chief Sloly is presently in charge of Divisional Policing Command (DPC) which has 4,084 police officers, 221 civilian members and a budget of \$447 million. DPC includes the 17 Police Divisions and the Divisional Police Support Unit (with the TAVIS Rapid Response & Community Mobilizations functions).



GIULIANO ZACCARDELLI,
O.O.M.
Director, Strategic Planning Directorate
INTERPOL General Secretariat, France

In October 2009, Mr. Zaccardelli was appointed as the Director of Strategic Planning Directorate for INTERPOL. In April 2008, Mr. Zaccardelli was appointed as the Director of INTERPOL's OASIS Africa - Providing Operational Assistance, Services and Infrastructure Support to African Police Forces. Prior to this, in September 2000, Mr. Zaccardelli was appointed as the 20th Commissioner of the Royal Canadian Mounted Police (RCMP). In this role, Commissioner Zaccardelli was responsible for all aspects of the management and operations of the RCMP and its roughly 23,000 employees.

Mr. Zaccardelli was honoured with several high distinctions and is the recipient of the Principal Commander of the Order of Merit of the Police Forces, 2002; Commander of the Order of St. John of Jerusalem; the Canada 125 Medal; the Queen Elizabeth II Golden Jubilee Commemorative Medal, 2002; the RCMP Long Service Medal; the Officer of the French Legion of Honour, 2003; the Saskatchewan Centennial Medal, 2005 the Alberta Centennial Medal, 2005 and Grand Officer, Order of Merit of the Italian Republic, 2005.



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 Master's Degree in Criminal Justice from the University of Alabama and a Master's Degree in 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.



AGENDA



SUNDAY, MAY 26

4:00 PM to 6:00 PM

Registration

6:00 PM to 8:00 PM

Welcome Reception

MONDAY, MAY 27

7:00 AM to 8:00 AM

Breakfast Buffet & Networking

8:00 AM to 8:20 AM

Official Opening

8:20 AM to 8:30 AM

Conference Overview

- ▶ **Mr. Mohamed Doma, M.B.A.**
Senior Partner
Canadian Professional Management Services

8:30 AM to 9:00 AM

The New Reality for Police: Can We Deliver?

- ▶ **Sir Hugh Orde, OBE**
President, Association of Chief Police Officers

The new reality for police is becoming clear. Social and economic forces are spawning Justice Department inquiries and Boards of Inquiry. Grainy cell phone videos of police are fuelling public discontent and impacting public confidence in the service. All of this is on top of old reality crime such as drug wars, copper theft, and assaults. Home grown terrorism and home grown social disruptions - what's next? Senior police leaders must now use a diminishing resource base to address the new reality, and at the same time they have to be strategic in their thinking of the future.

How does this affect executive leadership and is there a new reality for those that hold positions of responsibility? How do you survive and even thrive in this new reality? Will it be an evolution or revolution for your service? Can you always see these challenges as opportunities to increase public safety and gain public confidence?

9:00 AM to 10:00 AM

Walking the Tight Rope: Managing Your Career

- ▶ **Hon. Julian Fantino**
Minister of International Cooperation,
Government of Canada
- ▶ **Commissioner Charles H. Ramsey**
Philadelphia Police Department

Whether you are serving at the will of the Mayor, City Council or Commission, one of the most critical skills that every leader must have is walking the tight rope between cooperation and interference with your department.

You took the job to make your community safer. You were hired based on your exemplary career as a police officer at every level, but now political favours are being called in. It is election time for your Mayor and Council, and crime and punishment are number one on the campaign trail. You are flexible on your principles to a degree but now you are walking the tight rope. Your Mayor is proposing some social initiatives that her opponent is against. Where do you stand and how do you manage these issues publicly knowing that your officers and the public want to hear from you?

10:00 AM to 11:00 AM

Refreshment Break & Networking

11:00 AM to 12:00 PM

Facing the Inquiry: The New Normal

- ▶ **Superintendent Garry McCarthy**
Chicago Police Department



► **Hon. Wally Oppal, Q.C.**
Commissioner

Boards of Inquiry and Department of Justice oversights are becoming all too common. All of the good work of your department over the many years is forgotten and a singular issue is now the focus of the many that have never walked in the footsteps of your officers. Dealing successfully with Board of Inquiry and oversight issues is vital to the leadership and morale of your organization. Are there ways to fight back and what are the lessons learned from those who have taken on these issues and survived to talk about them?

12:00 PM to 1:00 PM

Lunch Buffet & Networking

1:00 PM to 1:45 PM

Fit for Command: Are You Ready?

► **Chief Armand La Barge, O.O.M. (Ret'd)**
York Regional Police

Being fit for command is not just a physical requirement. You must be mentally fit to make the critical decisions that your department, team, and community require of you. Most of your tasks are draining and after a tough day, week, month, you can easily get to the burn out stage.

Imagine if you have had a tough couple of months with member fatalities, community fatalities, budget cuts, fights with Mayor and Council, or financial or marital problems to name just a few? How do you manage to keep fit for command and what do the experts say about how much exhaustion your body and mind take before you are considered no longer fit for command? You and others will be prime candidates for substance abuse and all that entails.

Conference Attire

- Conference - Business Casual
- Dinner Banquet - Mess Kit or Formal Attire

1:45 PM to 2:30 PM

Fighting Back: Doing the Facebook Slam

- **A representative from France to be confirmed**
- **Deputy Chief Peter Sloly, M.O.M.**
Toronto Police Service

Facebook pages and blogs are now popping up all over the internet regarding police chiefs and their departments. False and misleading allegations are meant to discredit, harass and intimidate you, your family and your department. These ghost writers are shrouded by nicknames such as "TruthTeller", "PoliceDirt", or "BlueScoop." These gutless wonders not only post their own diatribes, but ask people to provide them with additional dirt for which they will pay. Unfortunately, there are those that will believe everything they read and will automatically pass judgement. These are the folks that these veiled writers are trying to attract. What can you do about it and how do you fight back will be the focus of this session.

2:30 PM to 3:30 PM

Refreshment Break & Networking

3:30 PM to 4:15 PM

Case Studies with Those Who Have Been There

- **Chief Constable Jim Chu, O.O.M.**
Vancouver Police Department

Every day there are situations that call for expert management and precise decision making. Sometimes things go very well while other times they go horribly wrong! What are the lessons learned? Learn from the leaders who have been there and experienced the challenges of the moment.

How did those leaders manage in those times of great uncertainty? Are you ready to manage the catastrophe (natural or otherwise) that is coming your way? Hear their stories and gain new insights.



AGENDA



6:00 PM to 9:30 PM

Official Dinner Banquet

“The New Reality: We Can Deliver!”

- ▶ **Mr. Giuliano Zaccardelli, O.O.M.**
Director, Strategic Planning Directorate
INTERPOL General Secretariat, France

With all the pressures associated with the new reality, this keynote speaker will boost your confidence by reminding you that you have done it before and you can do it again.

TUESDAY, MAY 28

7:00 AM to 8:00 AM

Breakfast Buffet & Networking

8:00 AM to 8:30 AM

Loyalty and Service: Is it a Thing of the Past?

- ▶ **Commissioner Chris D. Lewis, O.O.M.**
Ontario Provincial Police

Loyalty and service are two critical factors that are at the core of public trust and public confidence. Serving 30 plus years in one department seems to be a thing of the past.

Recruits now go department shopping and, in fact, they act like free agents once they have completed their training with your community's dollars! Is this just an inevitable cultural shift or is it employer fraud?

As departments get younger and younger, loyalty and service become real question marks. You must have a plan for dealing with this turnover. Budgets will become tighter and tighter in the future and you will no longer be able to afford the new toys that have traditionally been the tools of recruitment and retention. What now?

8:30 AM to 9:30 AM

Adapting to the Shrinking Budget: Can You Redefine Your Service?

- ▶ **Interim Chief Chester L. Logan**
Detroit Police Department

OK. Change is necessary. Are you ready? How you redefine your service will redefine you in the eyes of municipal leaders, your members, and the community. You will have to maintain the things that are working well and are cost effective.

You will have to figure out what you can no longer afford, that is not adding real value to the organization. Finally, you will have to identify and describe the new ideas you want to introduce that will lead your department to effective operation in the new reality. How do you gain new insights? How do you take them forward so that key people will listen? How do you build your organizational structure to meet the new reality, and what barriers will you face?

9:30 AM to 10:30 AM

Refreshment Break & Networking

10:30 AM to 12:00 PM

Avoiding the Career Killers - Your how to...

- ▶ **Chief A.C. Roper**
Birmingham Police Department
- ▶ **Mr. Giuliano Zaccardelli, O.O.M.**
Director, Strategic Planning Directorate
INTERPOL General Secretariat, France

Careers are made by making more of the right decisions than the wrong ones. No career is error free or bullet proof. Avoiding the pitfalls of leadership is a must for all who want to excel in their careers, but the question is how do you avoid the “CLM’s” (career limiting moves) that will surely lie in wait for every critical strategic decision you make.

Navigating through the rough waters and avoiding the career killers is a must for every executive...stepping on them can be deadly.



12:00 PM to 1:00 PM

Lunch Buffet & Networking

1:00 PM to 2:00 PM

Preparing for Your Exit: Who's Next in Line?

- ▶ **Chief Superintendent Mark Hamilton**
Police Service of Northern Ireland

Now more than ever, as the baby boomers retire on mass, preparing an organization's succession plan is becoming more and more critical. The Chief's number one priority, as he begins his tenure, is the stability and sustainability of his organization. Despite the changing of the guard, he must ensure that his department continues to provide excellence in public safety for the community. With the changing demographics and generation I-Pad upon us, can our recruitment and retention strategies fill the leadership vacuum that presently exists, or will exist as the retirement parties begin to fill our calendars?

2:00 PM to 2:45 PM

Case Studies with Those Who Have Been There

- ▶ **Chief Edgar MacLeod, O.O.M.**
Executive Director, Atlantic Police Academy
- ▶ **Deputy Commissioner Neal Parker (Ret'd)**
Royal Police of Antigua and Barbuda

Every day there are situations that call for expert management and precise decision making. Sometimes things go very well while other times they go horribly wrong! What are the lessons learned? Learn from the leaders who have been there and experienced the challenges of the moment.

How did those leaders manage in those times of great uncertainty? Are you ready to manage the catastrophe (natural or otherwise) that is coming your way? Hear their stories and gain new insights.



2:45 PM to 3:00 PM

Closing Remarks

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

Note: This agenda was developed in cooperation with the Canadian Association of Chiefs of Police, the Ontario Provincial Police, and Canadian Professional Management Services.

Welcome to Toronto!

Toronto is one of the most cosmopolitan cities in the world; a place where international ideas intersect with Canadian culture. A centre of rare openness, warmth, energy and style, Toronto is enriched by the fusion of traditions, passions and perspectives on life of the more than 100 cultures found here.



A city of contrasts, Toronto's skyline includes the CN Tower, one of the Modern Wonders of the World and glass skyscrapers juxtaposed with historic limestone facades. Miles of waterfront, boardwalks, parks and trails nestle together with urban delights like cafés, artisans' exhibits and one-of-a-kind shops.

Recent "starchitectural" enhancements to prominent arts attractions have prompted pundits to refer to a "cultural renaissance" taking place in Toronto. Daniel Libeskind's addition to the Royal Ontario Museum, Frank Gehry's renewal of the Art Gallery of Ontario and the wholly new Four Seasons Centre for the Performing Arts, designed by Jack Diamond, are just a few of the remarkable additions to the cityscape.

Plan your trip:
Toronto Convention & Visitors Association
www.seetorontonow.com



THE INTERNATIONAL CONFERENCE FOR POLICE & LAW ENFORCEMENT EXECUTIVES

MAY 26 - 28, 2013 | TORONTO, ON, CANADA

**DON'T DELAY! THE EARLY BIRD
DEADLINE IS FEBRUARY 15, 2013!**

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

- Early Bird Rate**  \$769 CAD + Tax per delegate registration
 Until February 15, 2013
- Regular Rate** \$869 CAD + Tax per delegate registration
- Companion Rate** \$149 CAD + Tax 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. (Tax # 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: 1. Space is limited, and based on a first come, first serve basis. 2. Full payment is required to secure delegate pass. 3. Only cancellations made prior to March 30, 2013 will receive a 100% full refund.

How to Register:

-  Register online at 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:
The International Conference for Police & Law Enforcement Executives
388-1111 West Hastings Street
Vancouver, BC V6E 2J3

Delegate Registration Includes:

- ▶ Official conference package
- ▶ Welcome reception on May 26
- ▶ Official dinner banquet on May 27
- ▶ Breakfast, lunch & refreshment breaks on May 27 & 28
- ▶ Delegates' contact list
- ▶ Access to an exclusive trade show
- ▶ Exhibitors' contact list

Companion Registration Includes:

- ▶ Welcome reception on May 26
- ▶ Official dinner banquet on May 27

Conference Location and Preferred Accommodation:

Hilton Toronto
145 Richmond Street West
Toronto, ON M5H 2L2

Reservations:
1-416-869-3456
www3.hilton.com/en/hotels/ontario/hilton-toronto-torihhh/index.html

Preferred rates are available up to and including April 24, 2013 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.