

DATES

November 25-26, 2024

Class Times: 8:30 – 4:30
with an hour for lunch

HOST

New Mexico Department of
Public Safety
Law Enforcement Academy



VENUE LOCATION

4491 Cerrillos Road
Santa Fe, NM 87507

COST

The NM DPS Law
Enforcement Academy is
funding this course to
include tuition and all
materials!



www.cpleinternational.org

The Center for Police Leadership & Ethics



Decision Point: Ethics, Morality, and Decision Making

A focus on the most important aspects of influence and leadership at every level of your organization – Character, Values, Morality, and Credibility.

REGISTRATION

Please contact your Acadis® Agency Training Coordinator to request enrollment through the NMLEA Acadis® Portal at <https://nmlea.acadisonline.com/>. If you are an Agency Training Coordinator and encounter any issues requesting enrollment for your personnel, please email the Acadis® Administrator at layla.reyes@dps.nm.gov

Join us for a fun, valuable, and life-changing experience helping to inspire a culture of agility and resiliency, strengthened collaboration, and powerful engagement at every level of your organization and community.

For more information, please contact Robert Girmendonk with NM DPS Law Enforcement Academy at (505) 503-5803 or robert.girmendonk@dps.nm.gov.

Participants are asked to pre-register for the course as soon as possible.

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From peaceful protests turned violent riots to the psychological, political, and financial turmoil from the Covid-19 epidemic, to record violence towards officers, to unprecedented recruitment and retention challenges, our law enforcement community has experienced significant turmoil in the past few years. The need for police agencies and their communities to come together has never been greater. And that means open communication, greater respect and appreciation of one another, and better education on all sides of the issues.

If we truly want equality and fairness across our criminal justice system, we need to look no further than what we have known for thousands of years. Do the right thing. Sure, this may be oversimplifying a very complex challenge. Yet, we are convinced developing and adhering to your personal moral compass is the root of effective leadership, strong relationships, and successful organizations.

The problem with doing the right thing is the subjectivity of *right*. We all look at the world with different lens and have different baggage (experiences, cultures, demographics, influences, advocates, loyalties) informing these lenses. Even if we start with Doing the Right Thing as our compass, we often do not know what the right thing to do is.

Decision Point is not your grandfather's boring ethics class with antiquated theories and models that have little value for a young officer in a back alley at 2:00 in the morning. Our faculty are dynamic and passionate about what they do. They have decades of experience at every level in law enforcement and in the classroom. Each student will receive *Decision Point: Real-life Ethical Dilemmas in Law Enforcement*, a textbook comprising 27 real-life scenarios and outcomes. Stories from this text will be shared and discussed towards better recognition, appreciation, and capacity to address the many considerations and consequences surrounding moral choices faced by police officers every day.

Objectives: The course is designed to equip participants to better:

- Understand the role of trust and credibility in leadership.
- Analyze decision-making in the context of today's divisive and dynamic environment.
- Improve moral decision-making skills:
 - Distinguish between choices involving a Test of Character v. an Ethical Dilemma
 - Enhance analytical and critical thinking application
 - Evaluate intended and unintended consequences of your decisions
 - Learn practical methods and processes for making decisions that comprise complex, moral issues

What Attendees are Saying about the CPLE Courses!

Every now and then, a law enforcement officer will come across a training course that will resonate with them throughout their career. I can honestly say these wonderful instructors relayed what it means to be a great leader. They incorporated their life experiences into the training and brought it down to a personal level, regardless of whether the interaction was positive or negative. They gave us what we needed as leaders in our quest for greatness. They stressed the importance of credibility and possessing the right leadership framework to be effective. I believe they offer a training program that will assist you in growing and evolving as a leader, and I highly recommend taking as many of the courses in the Crossing Program as you can. One of the best investments you and your department will ever make.

I was forced to come to this class by my agency, and I did not want to be here! But I was pleasantly surprised and thoroughly enjoyed the class!!!!

I thought leadership came natural to me. I thought it was common sense. This course completely changed my view and forced me to rethink everything.

An intensely different approach to leadership education.

The conversational style was amazing. I took more notes during this class than I ever have. Highly recommend this course to other leaders.

So inspirational. They really made me think deeply about the topics and my leadership. I was constantly challenged throughout the entire course.

I felt like the entire class was designed specifically for me. Just being promoted to Lieutenant, almost every topic we discussed was something I am dealing with right now, or I see coming around the corner. Passionate, competent instructors completely avoiding death by PowerPoint. GREAT course!

Unlike anything I have ever attended. Outstanding!