



2025 WPLF SUMMER TRAINING CONFERENCE & EXPO



SPEAKERS & PRESENTATIONS

WHAT YOU DO MATTERS - LESSONS FROM THE HOLOCAUST



Todd Larson
Director of What You Do Matters Institute



Developed collaboratively with the United States Holocaust Memorial Museum (USHMM), this powerful and interactive presentation is specifically designed for law enforcement professionals and educators, emphasizing ethical decision-making and bias-free leadership. Attendees will examine how Germany, within less than a decade, transformed dramatically from a democratic, scientifically advanced society into a brutal, totalitarian regime systematically targeting and murdering its own citizens.

Participants will explore the sobering historical lessons of how gradual ethical compromises within law enforcement paved a devastating "slippery slope." The course aims to reinforce and ensure adherence to the core values fundamental to policing, criminal justice, and the courts.

About the Presenters:

Todd Larson, Director of the What You Do Matters Institute, has extensive leadership and investigative experience from his career in law enforcement and healthcare safety. Larson spent over two decades with the Scottsdale Police Department, specializing in violent crimes, special investigations, federal narcotics enforcement, and SWAT operations. Todd is a recognized author and educator, with advanced degrees in Organizational Leadership and Crisis Management.

Chief (ret.) Nick Alexander brings nearly 26 years of distinguished service from the Superior Police Department, specializing in patrol operations, narcotics investigation, and digital forensics. Alexander's extensive expertise in cyber-crime investigations, along with his partnership with the FBI's Cyber Crimes Task Force, uniquely positions him as a leading educator in ethical policing, digital evidence and criminal investigation. He currently instructs criminal justice-related courses at multiple institutions, fostering a deep understanding of ethics, technology-based crime, and investigative integrity.



Chief (ret.) Nick Alexander
Adjunct Cyber-Crimes Instructor





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WISCONSIN ATTORNEY GENERAL LEGAL UPDATES



Attorney General Josh Kaul
WI DOJ

Josh Kaul was sworn in as Wisconsin's 45th Attorney General on January 7, 2019. Josh's top priority is public safety. Under his leadership, the Wisconsin Department of Justice has worked to combat the opioid epidemic and the increasing use of meth in Wisconsin, to make our schools and communities safer from gun violence, and to pass legislation designed to prevent Wisconsin from having another backlog of untested sexual assault kits. Josh is also committed to fighting for clean and safe drinking water and against climate change and to protecting the rights of Wisconsinites.

Josh served as a federal prosecutor in Baltimore, where he prosecuted murderers, gang members, and drug traffickers. After moving back home to Wisconsin, he worked to protect our right to vote, going to court to challenge restrictions on voting.



GENERAL LEGAL UPDATES



Asst. District Attorney Annie Jay
Dane Co. D.A.'s Office

Annie Jay recently joined the Dane County District Attorney's Office as an Assistant District Attorney prosecuting serious felony cases. Ms. Jay previously worked as an Assistant Attorney General in the Wisconsin Department of Justice and as an Assistant District Attorney in the Kenosha County District Attorney's Office. In addition to prosecuting cases, Ms. Jay also trains prosecutors and law enforcement across Wisconsin. In 2021, she received an award from the International Homicide Investigators Association for her successful prosecution of a bodiless homicide in Portage County. Ms. Jay received the Lee and Lynn Copen Family Justice Award from Women and Children's Horizons in Kenosha for her work with victims of domestic violence and sexual assault. She has a Bachelor's degree in Political Science with a minor in German from the University of Delaware and received her J.D. from the University of Wisconsin Law School.

UNDERSTANDING USERRA: NAVIGATING MILITARY LEAVE IN LAW ENFORCEMENT



Attorney Kyle Gulya
von Briesen & Roper, S.C.

This essential presentation, delivered by Kyle Gulya, addresses the complexities and practical challenges associated with the Uniformed Services Employment and Reemployment Rights Act (USERRA). USERRA protects the employment rights of military service members and veterans, but recent challenges have arisen due to concerns of abuse and staffing complications within law enforcement agencies.

Kyle Gulya, an experienced labor and employment law attorney specializing in public safety agencies, will clarify the specifics of USERRA, highlighting what law enforcement leaders can and cannot do under this federal law. Participants will gain clarity on effectively managing military leave requests, preventing abuses, and addressing staffing constraints legally and efficiently.

Kyle's extensive background working closely with law enforcement professionals across Wisconsin and nationally positions him uniquely to guide Chiefs through these delicate situations. Recognized multiple times as a Rising Star by Wisconsin Super Lawyers® in Employment & Labor Law, and active with the WCPA, WPLF, and Wisconsin Fire Chiefs Education Association, Kyle provides actionable insights to support law enforcement leadership.

Attendees will leave this session better informed and equipped to uphold USERRA compliance while effectively managing their departmental needs.



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THE ABCS OF BUILDING AN INSPIRING CULTURE®



Dr. Chris Kolenda (U.S. Army Col. ret.)
Founder of Strategic Leaders Academy



Imagine the impact when your entire team voluntarily contributes their best toward your organization's Common Good. In today's polarized and often disengaged workplace, where nearly 68% of American employees feel disconnected or even actively undermine organizational success, fostering a cooperative, trusting environment is more critical than ever. Miscommunication alone can cost agencies nearly a full workday per staff member each week, while unresolved conflicts drain productivity and morale.

Drawing from extensive real-world experiences with some of the toughest audiences imaginable—including successfully convincing Afghan insurgent groups and even negotiating effectively with the Taliban—Christopher D. Kolenda, Ph.D., outlines a proven approach built around three powerful pillars: Accountability, Buy-in, and Clarity (the ABCs). By clearly setting expectations, gaining genuine buy-in, and ensuring accountability without alienating your team, organizations can foster a culture of inspired cooperation.

In this dynamic session, participants will:

- Learn actionable strategies for building trust, ensuring your team becomes allies in pursuing shared objectives.
- Master the art of securing genuine buy-in from diverse and challenging audiences.
- Adopt an empowering, forward-looking approach to accountability that drives results without causing resentment.
- Develop practical tools to enhance psychological safety, encouraging employees to proactively address issues, innovate, and engage wholeheartedly.
- Explore effective collaboration techniques for solving complex, persistent problems.

Christopher Kolenda, a renowned warrior-diplomat, leadership strategist, bestselling author, and adviser to influential leaders from Fortune 500 CEOs to military generals, brings unique insights from combat leadership and high-stakes diplomacy directly into the workplace. His engaging approach helps organizations close the gap between current performance and their highest potential, creating an environment where trust, clarity, and accountability become second nature, propelling your agency toward extraordinary outcomes.



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SPEAKERS & PRESENTATIONS

THE NEED FOR SENSORY AWARENESS TRAINING IN LAW ENFORCEMENT



Chief (ret.) Brad Flynn
Helena Police Dept. (AL)



One in five individuals in the United States lives with sensory challenges such as Autism, PTSD, early-onset dementia, or other psychological conditions. These invisible disabilities can profoundly impact interactions between first responders and community members, turning otherwise routine incidents into potentially volatile situations. Emergency lights, loud radios, sirens, and even common odors like vehicle exhaust can trigger sensory overload, making verbal communication difficult or impossible.

Brad Flynn, a retired Chief of Police with over three decades of law enforcement experience, understands these challenges both professionally and personally, as the father of a son with Autism. Recognizing a critical gap in officer training, Chief Flynn partnered with KultureCity, the nation's largest sensory awareness and inclusion nonprofit, to develop a ground-breaking sensory awareness training program for first responders. Since its inception, this training has directly contributed to life-saving interventions nationwide, including one within Chief Flynn's own agency just days after completing the program.

In this presentation, Chief Flynn will share personal insights and practical strategies from his extensive experience, highlighting how improved sensory awareness among first responders can enhance safety outcomes for both officers and vulnerable citizens. Attendees will learn about common sensory-related conditions, recognize key verbal and physical cues indicating sensory distress, and acquire effective techniques for safely managing and de-escalating encounters involving individuals with sensory or psychological needs.

By emphasizing real-world case studies, this session underscores the urgent need for sensory awareness training and its direct impact on reducing tragic outcomes while increasing successful resolutions. Chief Flynn invites fellow FBINAA members to join him in this crucial effort to foster safer, more inclusive communities for everyone—especially those living with invisible disabilities.





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WI DOJ DIVISION OF LAW ENFORCEMENT SERVICES UPDATE



Deputy Director Katie Schuh
WI DOJ
DLES/Crime Information Bureau



This session will highlight key updates on current best practices in law enforcement, explore emerging trends, and outline critical services provided by the Wisconsin Department of Justice to support law enforcement agencies across the state.

This presentation is brought to you by Deputy Director Katie Schuh of the Division of Law Enforcement Services (DLES)/Crime Information Bureau (CIB), and Criminal Justice Specialist Bradley Kelly.

Katie Schuh has served with the Crime Information Bureau since 2011 and currently holds the position of Deputy Director. She oversees the Criminal History and TIME System programs, including the TIME and Technical Unit and TSCC. With extensive experience across the Firearms Unit, Criminal History Unit, and TIME and Tech Unit, Katie has developed deep expertise in the CJIS Security Policy and CJIS-related services used by and provided to Wisconsin law enforcement. Her comprehensive knowledge of CIB operations positions her as a key subject matter expert in support of agencies statewide. Katie is also a proud graduate of Wisconsin Command College Class 7.

Bradley Kelly is a Criminal Justice Specialist with the Wisconsin DOJ, bringing over two decades of experience in criminal justice and behavioral health. He is the architect of the Wisconsin Deflection Initiative (WDI), having successfully secured \$7 million in federal funding to develop innovative alternatives to traditional enforcement practices. Bradley works closely with local agencies to design and implement evidence-based strategies that promote public safety, improve outcomes, and enhance community wellness across Wisconsin.



Bradley Kelly
WI DOJ - Criminal Justice Specialist



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SPEAKERS & PRESENTATIONS

TAKING CARE OF OUR OWN



Chris Prochut
Law Enforcement Mental Health Advocate and
Suicide Prevention Instructor



"Taking Care of Our Own" is an essential conversation dedicated to mental wellness and suicide prevention within the law enforcement community. Led by Chris Prochut, a renowned mental health advocate and experienced law enforcement suicide prevention trainer, this presentation addresses the critical issues of depression and suicide, emphasizing the importance of recognizing warning signs and fostering open dialogue.

Participants will explore the ongoing paradigm shift where seeking help is increasingly viewed not as weakness, but as a fundamental aspect of resilience and strength. Chris candidly discusses persistent stigma, the dangerous *"suck it up"* mentality, the misleading *"I'm Fine"* façade, and myths around mental health and treatment that prevent officers from seeking support.

Drawing upon his own personal experiences and extensive expertise gained through presenting to over 16,000 law enforcement personnel across North America, Chris provides practical insights and actionable strategies. His efforts underscore the transformative power of open communication and the simple yet powerful solution: **TALK**.

Chris Prochut's distinguished career includes roles with the Wisconsin Law Enforcement Death Response Team, training in QPR suicide prevention, recognition by Mental Health America – Wisconsin, the NAMI Wisconsin Iris Award, and the prestigious *"Shattering Stigma"* award from the National Alliance on Mental Illness – Southeast Wisconsin.

This session equips law enforcement professionals with tools to foster healthier workplaces, encourage transparency about mental health, and ultimately, save lives by caring for their own.



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LAW ENFORCEMENT EXECUTIVES BRIEFING ON SECURITY AND THREATS



Brian Lombardo

Midwest National Counterterrorism Center (NCTC)
Representative



The "**Law Enforcement Executives Briefing on Security and Threats**" session is designed to provide law enforcement leaders with essential insights into the evolving security landscape and current threat environment affecting the United States, emphasizing potential local implications. Led by Brian Lombardo, National Counterterrorism Center (NCTC) Representative for the Midwest, this briefing delivers expert analysis on international terrorism threats, tailored specifically for executives responsible for safeguarding their communities.

Brian Lombardo, a seasoned intelligence professional with extensive experience at NCTC and other critical intelligence institutions, will share a comprehensive overview of emerging and persistent threats. His extensive background, including previous roles as an intelligence analyst and briefer for the National Security Council and Presidential Daily Brief staff, uniquely positions him to provide participants with valuable perspectives and actionable information.

Attendees will gain in-depth awareness of current terrorist threats, regional implications for law enforcement operations, and strategies for strengthening collaboration among federal, state, local, tribal, territorial, private sector, and academic entities. This session aims to equip participants with the knowledge and resources needed to proactively address potential risks and effectively manage their community's safety.

