



Law Enforcement Management CONFERENCE

Northwood Technical College's annual Law Enforcement Management Conference was developed over 20 years ago to enhance the skills of a wide range of law enforcement professionals, from **chiefs** and **sheriffs** to **patrol officers** and **prison staff**. The 2025 LE Management Conference agenda was established to provide specific training to assist our law enforcement executives and leaders, and their agencies, meet the challenges occurring and developing. This Conference will deliver 24 hours of critical training.



TRAINING AND STANDARDS BUREAU
DIVISION OF LAW ENFORCEMENT SERVICES

Conference sponsored by:
Northwood Technical College and Wisconsin Department of Justice,
Training & Standards Bureau.

April 15 - 17, 2025
Hayward, WI

Tuesday: 8 a.m. – 5 p.m.
Wednesday: 8 a.m. – 5 p.m.
Thursday: 8 a.m. – 5 p.m.

Flat Creek Inn & Conference Center
10290 Highway 27 South
Hayward, WI 54843

Course Fee: \$225
Breakfast & lunch included.

Law Enforcement Management Conference Agenda

TUESDAY, APRIL 15

8 a.m. – 9 a.m.

National Anthem/Posting of the Colors

Rusk County Honor Guard

Invocation

Police Department Chaplain

Opening Remarks

Doug Mrotek, Sawyer County Sheriff

Marshal Savitski, Chief of Hayward Police Department

Karen Hoglund, Northwood Tech Dean of Public Safety

Tom Thompson, Northwood Tech Academy Director

9 a.m. – 10 a.m.

Northwood Tech Academies

Tom Thompson, Jen Ruid, Karen Hoglund, Steve Roux

The latest updates on Northwood Tech's academies, Continuing Education training and upcoming trainings. Insightful training on sponsoring a recruit for the Law Enforcement or Jail Academy.

10 a.m. – 12 p.m.

LESB Updates

Ron Betley & LESB staff

The latest updates from LESB and valuable insights on sponsoring a recruit for the Law Enforcement or Jail Academy. Q&A session with LESB representatives to follow.

1 p.m. – 5 p.m.

Eau Claire Case Studies

Wisconsin DCI

Discussion of various case studies from the Eau Claire office.

WEDNESDAY, APRIL 16

8 a.m. – 5 p.m.

Supervisor Liability for Law Enforcement

Matt Dolan, Dolan Consulting Group

Course Objectives:

- The 3 most important questions in supervisor liability.
- "Inspect what you expect"—taking on the role of early detection and intervention.
- Internal Affairs operations as an agency-wide undertaking.
- Sources of liability in personnel management.
- Making legally and ethically defensible hiring decisions.
- The Just Cause Doctrine and consistent officer discipline.
- Performance evaluations—are they helping or hurting us?
- Combating the diffusion of responsibility and the bystander effect as supervisors.
- Officer discipline, termination, and the liabilities incurred by the failure to act.

THURSDAY, APRIL 17

8 a.m. – 12 p.m.

Weathering the Storm in Police Recruiting & Retention

Matt Dolan, Dolan Consulting Group

Explore underlying structural challenges and possible responses for law enforcement leaders seeking to make their agency the exception to the rule in an age of staffing crises. Reexamine recruiting and retention strategies, more effectively addressing officer burnout and giving officers clear rules of engagement.

- Avoiding the vicious cycle of negligent hiring practices.
- Maintaining ethically defensible vetting standards in the hiring process and field training.
- Considering a Permanent Recruiting Model built on the military's historical example of anticipating and planning for continuous turnover.
- Addressing officer burnout and re-examining personnel policies.
- Embracing the principles of Procedural Justice inside the agency.
- Giving officers clear rules of engagement in the field.
- Ensuring that agency policies match political realities and community expectations.
- Determining community priorities and clearly communicating deployment strategies.
- Back to Basics—Rediscovering Peelian Principles.

1 p.m. – 5 p.m.

WI DOJ 2025 Legal Updates

WI DOJ Attorney Generals Staff

Legal updates from the Attorney General's office staff.



REGISTRATION FORM

For Continuing Education (non-credit) Courses

Last Name _____ First Name _____ M.I. _____ Former Last Name (if applicable) _____ Date of Birth _____

Student ID No. _____

No student ID, or don't remember? Provide Social Security No.
 *Why do we ask for SSN? NorthwoodTech.edu/SSN

I've taken classes at Northwood Technical College and/or WITC in the past.

Email address (required as email is primary method of communication by the college) _____ Home phone _____ Cell phone _____

Home address _____ City _____ State _____ ZIP _____

Highest grade COMPLETED (K-12) _____

Resident of (check one): Township Village City _____ County _____ School District where you live _____ Last high school attended _____

The following information is required for state and federal reporting purposes and will be kept confidential.

Gender: Male Female **Ethnicity:** Hispanic/Latino origin? Yes No

Race (check all that apply): American Indian/Alaska Native Asian Black/African American Native Hawaiian/Other Pacific Islander White

Highest Credential Earned

- No Credential
- GED
- HSED
- High School Diploma
- Some college credit
- Short-term diploma or certificate
- 1yr Diploma
- 2yr Diploma
- Associate Degree
- Associate Degree Plus Additional Credential
- Baccalaureate
- More than Baccalaureate
- Student Declined/Unknown

OFFICE USE ONLY

Term _____

Received by _____

Date registration entered _____

It is your responsibility to contact Northwood Tech to officially drop a class. If you decide to drop, you should do so immediately as a single day can affect your refund amount. A full refund will be given if you notify Northwood Tech prior to the first scheduled class meeting.

CLASS NO.	CATALOG NO.	CLASS TITLE	LOCATION	START DATE	CLASS FEE
26662	47-504-465	Law Enforcement Management Conference	Flack Creek Inn & Conference Center	April 15-17	\$225
Once registered for a course(s), you have created a liability with Northwood Tech and a promise to pay.					TOTAL

A full detailed Annual Security Report can be located at the following link: www.northwoodtech.edu/annualsecurityreport
 Northwood Tech is an Equal Opportunity/Access/Affirmative Action/Veterans/Disability Employer and Educator.

Traffic-Related Registration: Motorcycle, Traffic Safety, Group Dynamics, Multiple Offender

Driver's License Number _____ Assessment Agency and Date _____

Youth Registration: With parent/guardian approval, Northwood Tech courses are open to students age 16 or younger when the course meets outside student's normal school hours. Some courses may have minimum age prerequisites.

Parent/Legal Guardian name: _____ Signature: _____ Date: _____
(please print)

Agency Bill/Sponsored Registration: If an agency or employer has agreed to pay your tuition, provide organization name, signature and attach written authorization.

Name of Business/Agency or EMS/Fire Sponsor: _____

I authorize Northwood Tech to forward information regarding the completion of this course to the sponsor listed on the line above. _____
Student Signature 08.10.21

PAYMENT METHOD: Check/money order payable to Northwood Technical College CK # _____ Cash
 Agency bill (complete section above)

Credit Card No. _____ Exp. Date _____ Security Code _____
(Mastercard/Visa/Discover) (month/year)

Name on Card _____ Cardholder Signature _____

Northwood Tech
1900 College Drive
Rice Lake, WI 54868

Law Enforcement Management Conference

April 15 – 17, 2025

Hayward, WI

REGISTER NOW



Law Enforcement Management Conference | April 15 – 17, 2025

Flat Creek Inn & Conference Center, 10290 Highway 27 South, Hayward, WI

REGISTER

Visit the event page:
bit.ly/LEMconf2025



Scan the QR code to
visit the event page.

TOPICS INCLUDE:

- Northwood Tech Academies
- LESB Updates
- Eau Claire Case Studies
- Supervisor Liability for Law Enforcement
- Police Recruiting and Retention
- WI DOJ Legal Updates