

## Discover Your Dash: Finding Purpose and Passion in Your Work\*

This address is to provide participants the opportunity explore and reexamine their work's purpose. Through guided discussion, self-reflection participants will connect or reconnect to their purpose for working in this field.

Join me as we define your dash, and work together to fully understand how your efforts to make the world a better place for others is the proof that you have found your job's purpose.

The main objectives in this keynote address are:

- Evaluate your attitude
- Strengthen or discovery your work purpose
- Explore the Four Panes of the Johari Windows
- Remember there are people who depend on you knowing your purpose and working with passion.

“Don't ask yourself what the world needs. Ask yourself what makes you come alive, and go do that, because what the world needs is people who have come alive.”

**Keynote Speaker: Carmen Rodriguez**

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

**Carmen Rodriguez** was born in Cidra, Puerto Rico and is the oldest of 12 children as a result of both of her parents being married multiple times. In 1964, her mother moved to Chicago when Carmen was only one year old. However, every year Carmen returned to Puerto Rico to spend summer vacations with her father and family. These visits to the island would ensure that Carmen remain bilingual in Spanish and English, and maintain a strong connection to the culture. She was raised on the north side of Chicago in the Humboldt Park area, which was a predominantly Puerto Rican neighborhood with its issues of gang violence. Yet, despite the adversity of growing up in a gang-infected area and in a domestic violence home, Carmen was able to overcome these obstacles and be the first in her family to obtain a college degree.

Today, Carmen is the Senior Training Specialist for Cook County Adult Probation in Chicago, Illinois, where she has worked for the past 31 years. In her position, she works closely with the Director of Training in identifying, delivering and organizing training for a department of over 600 staff members. In addition she owns her own training consultation business.

Carmen is the Past President of the American Probation and Parole Association (APPA). She has been involved with APPA for the past 29 years. Prior to becoming APPA's Past President, she served as President for a two -year term, President-Elect for one term, Vice President for two terms, served as the State of Illinois Regional Representative, and served on the APPA Executive Committee as one of the At-Large Regional Representatives for several terms. Of the 29 years involved with APPA, she has over 18 years' experience serving on the Executive Committee of APPA.

In addition, she has conducted several trainings for the National Institute of Corrections (NIC) on various topics such as Addressing and Preventing Staff Sexual Misconduct, Managing and Supervising Female Offenders, Orientation for New Probation and Parole Executives, Multi-Generational Workforce in Corrections, and a live satellite broadcast on Achieving Excellence in Correctional Victim Services through Collaboration.

Carmen is nationally recognized as a diversity and tolerance trainer. She truly believes that in order to effectively provide supervision to offenders, “one must culturally try to understand those they supervise and the community they serve.” She also conducts personal development trainings such as stress reduction, conflict resolution, team building, and personal goal setting through her private training/consultant company.

Currently, she lives in a Chicago suburb with her two wonderful children, Briana and Vincent. Briana her eldest graduated in 2016 with a Bachelor of Science (Magna Cum Laude) in aeronautical engineering with a concentration in aerospace propulsion. In April 2018, she graduated with her Masters of Science in Aerospace Engineering with the concentration in

Gas Dynamics from the University of Michigan. She has been hired to work in the missile department at Raytheon. Her son Vincent is attending the University of Southern California and is majoring in computer science engineering with a concentration on software.

### Detox Your Work Environment- Taking Control

Do you ever wonder why you feel so exhausted at the end of the workday? Dealing with toxic and difficult co-workers on a daily basis can turn your dream job into a nightmare! You spend all of your energy dealing with issues, resolving problems, and the main culprit – your co-workers. All this can be extremely draining, especially if you have to come to the same environment every day. As the pressures of emotionally-charged interactions with your co-workers increase, you may find it challenging to handle these downright negative and argumentative people.

**Learning Objectives:** As a result of participating in this training, participants will be able to:

- Identify types of toxic behaviors being displayed with people
- Develop strategies for effectively communicating with toxic employees;
- Learn practical skills to effectively manage problems in your agency; and
- Create an action plan for improving and detoxing your work environment

**Speaker Carmen Rodriguez**

### Are you in the Driver's Seat of Your Career?

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

Participants will explore how their interests and values are reflected in their professional journeys. Through introspective and interactive exercises, participants will delve into the areas of self-assessment and career exploration as they begin to devise a career development plan that suits them and their future goals. In addition, they will examine whether their current efforts are helping or hindering the attainment of those goals.

**Ellen Procida** has been with the New Jersey Judiciary since 1996. She began her career as a Probation Officer, working for one year in Family Court and six years in Probation Supervision. She became a Team Leader in 2002 before moving to HR in her current position as Training Coordinator. Although Ellen has enjoyed every role she has held with the courts, it is in training where she has realized her full potential. Ellen's passion for the courts coupled with her natural energy and enthusiasm result in training sessions that engage and motivate participants. Outside of work, Ellen finds her "Eupsychia" by spending time with her family and completing triathlons.

### Court Room Etiquette

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

This training will focus on appropriate etiquette in the courtroom. It will cover everything from what to wear, how to speak, what to bring to court and what to expect. This training is geared towards any staff who present information in court.

**Stacey Gerard** graduated from The College of New Jersey in 2003 with a B.S. in Law & Justice Studies and a Baccalaureate degree in the College Honors Program. In 2006, she received her Masters in Criminal Justice from Rutgers University. Ms. Gerard began her career working with juveniles with mental health and behavioral issues. In April 2011, Ms. Gerard joined the Judiciary as a Probation Officer in Burlington County and was assigned the Juvenile Sexually Abusive Behaviors caseload. Ms. Gerard went on to become a Court Services Supervisor II, supervising a team of Adult Probation Officers with specialized caseloads including Mental Health, Domestic Violence and Sexual Offenses. In June 2017, Ms. Gerard transitioned to the Administrative Office of the Courts as the Probation Program Supervisor overseeing and coordinating training and specialty programs within Probation. Throughout her career, Ms. Gerard has had an active role in the development and presentation of various curricula and is actively involved in a number of state Probation committees.

## **Introduction to the Courts 101**

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

This course focuses on the structural outlay and philosophy of the New Jersey court system, with special emphasis on the jurisdiction, procedure, and court processes. Basic concepts like rule of law, constitutional protections, the jury system, and the values that guide our system will be reviewed. The role of and requirements to become a judge are included.

**Jude Del Preore** is Trial Court Administrator in Burlington County, New Jersey. Mr. Del Preore is responsible for managing and coordinating the operations of a judicial district, including financial management, human resources, information systems, case coordination, case flow management, probation services (including child support enforcement), jury utilization, facilities, records management and statistical analysis. Mr. Del Preore has been in the field of both court and corrections administration for over four decades. During this period, he has maintained executive level positions in both court administration and the probation service. He is a certified trainer and has served as an adjunct faculty member at Seton Hall Law School, Michigan State University Judicial Administration Program, two county colleges, and the New Jersey State Administrative Office of the Courts Training and Organizational Development Unit. Mr. Del Preore completed his undergraduate education at Rutgers University and a Master's degree program in Public Administration at Kean University. He has completed the Court Executive Development Program of the National Center for State Courts Institute for Court Management and is certified as a Fellow. Mr. Del Preore has published numerous articles in the area of court and volunteer management. Jude has authored sections of the new NACM CORE that defines learning needs for court professionals and the Future Trends In State Courts publication of the National Center for State Courts. He has delivered training programs on transformational leadership, executive decision-making, motivation, managing change, sovereign citizens and customer service in a government setting. For his outstanding achievements in the field, he has been recognized in the Warren E. Burger Society of the National Center for State Courts, Who's Who in the East and Biltmore's Who's Who among Executives and Professionals. He has also served as president of the Mid-Atlantic Association for Court Management (MAACM 2004) and the National Association for Court Management (NACM 2010). As NACM Past President, he served as liaison to the American Bar Association Task Force on Preservation of the Justice System. He was awarded the 2015 Institute for Court Management's Star Award and the 2017 NACM Award of Merit for his contributions to the courts of this nation.

## **Giving Assistance vs. Legal Advice - How to know the Difference**

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

Every day court staff are bombarded with questions about courts, procedures, judges, cases and more. We know we cannot give legal advice when people ask questions, but do we know what information can be provided? This program will try to clear up the haze of what information is good customer service and what information may be legal advice. We will cover some of the things you can and cannot do and provide some guidelines for court staff. If you have ever wondered if it was okay to tell a customer what you just said, then this is the program for you. We will let you know why you cannot give legal advice and help you understand the difference between legal advice and assistance. There will be role-plays and exercises for participants to practice.

### **Participants will:**

- \* know the difference between legal advice and assistance
- \* practice what they can and cannot say
- \* practice ways to respond to customer questions

**Speaker Frank Carr**

## Give 'Em the Pickle

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

This course is based upon the highly acclaimed video and book created by restaurateur/customer service expert, Bob Farrell. Through a classroom presentation, informative videos, and interactive exercises, the positive effect of high quality customer service upon an organization, the public it serves, and the individuals who work for it will be demonstrated.

**Objectives:** Participants will:

- Understand the paramount importance of commitment to the service ethic (i.e., priority #1).
- Be encouraged to effectuate attitudinal adjustments that will result in more of a customer-centered orientation.
- Learn that consistency in offering high-quality service is the hallmark of a first-class organization.
- Become more aware that good teamwork enhances the efficiency of any organization.

**Speaker Frank Carr**

**Frank Carr** is the Vicinage Training and Volunteer Coordinator for the NJ Superior Court of Burlington County. He has over 20 + years of training and organizational development experience. As a faculty member of Rutgers University Cooperative Extension, Frank gained experience in community, volunteer and youth development leadership. He is a certified trainer for the Myers – Briggs Type Indicator, Crucial Conversations, Discover Your Personality Styles, True Colors and Character Counts! Programs and has been involved with training for and providing Conflict Resolution and Mediation programs since 1987. As a trainer, Frank uses highly experiential strategies and cognitive behavioral techniques to involve the participants in their own learning. He emphasizes personal and professional development in his presentations. With his fabulous wife Kathleen, he has co-designed and facilitated a Super - Supervisor's Series to improve management training and skill development for supervisors and managers. He provides training and organizational solutions with programs such as Appreciative Inquiry; How to Keep People From Pushing Your Buttons; Difficult Conversations; Communication; Problem Solving; Decision Making; and Teambuilding. Frank works best working with management and work teams to increase their ability to work effectively. As an Organizational Development Specialist, Frank has provided solutions for many government, non-profit and library organizations.

## Mission Based Supervision-Modernizing the Supervision of Probationers in New Jersey

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

New Jersey Probation is advancing policies in this 21<sup>st</sup> century of community supervision. Probation seeks to integrate evidenced-based practices into the norm of daily operations. In this era of criminal justice reform, this begins with a Risk-Needs-Responsivity assessment, identifying criminogenic needs and incorporating those dynamic needs into a case plan with an intentional focus on reducing recidivism. In twenty plus years of research and countless peer-reviewed studies, a nationally recognized core of evidenced-based practices for community supervision has emerged. New Jersey will join those states seeking to reduce recidivism, deploy resources as efficiently as possible, mitigate unintended consequences/harm and ...”promote the welfare and safety of children, families and communities in New Jersey...” Role statement for Probation Services, approved by the Supreme Court, 1999.

**Greg Lambard** began his career with the State of New Jersey in 1991 after obtaining a Bachelor's Degree in Criminal Justice from the University of Maryland and a Master's Degree in Criminal Justice from Rutgers University. He has served in the State Judiciary as a court administrator and as a researcher/statistician. Additionally, he served two years in the New Jersey Governor's Office in the information technology area as Special Assistant to the State's Chief Information Officer.

He has worked in the Judiciary in the Essex County Criminal Division, AOC-Family Practice Division, and in the Morris Vicinage Family, Operations, and Criminal Divisions (serving as Division Manager in each). He is currently the Chief Probation Officer in the Burlington Vicinage, Chair of the Conference of VCPOs, co-chair of the Mission Based Supervision Committee, the Treasurer of the Mid-Atlantic Association for Court Management, a Director on the Board of the National Association for Court Management, a member of the Advisory

Committee to the National Center for State Courts', Pretrial Justice and the State Courts Initiative, and a member of the National Judicial Opioid Task Force.

He has sat on various Statewide committees and has been instrumental in developing standard procedures for the Children in Court dockets, in creating the Family Division Staffing Model, in the creation of the State's first Family Drug Court, in the implementation of Central Judicial Processing court in Morris County, and in the creation of three Juvenile Delinquency Prevention Boards in Burlington County. Greg has been a presenter at several trainings for staff, judges, and non-Judiciary personnel, and is an ICM certified instructor.

### **Staying Safe in Public Places**

The Staying Safe in Public Places Training was developed to provide the public with an understanding of what an active shooter is by using past incidents as examples. It offers guidance on how to prepare for and respond to an active shooter event based on the DHS Run, Hide, Fight concept, and how to deal with the aftermath of the event. These concepts and procedures may be applied to both the public and private sector.

**Edwin Moore, Trainer**, has been with OHSP, and the former Office of Counter-Terrorism, since 2004. Currently he is a member of the Training and Exercise Bureau and previously served as the Facility Security Officer. He served a four-year tour with the United States Marine Corps attaining rank of Sergeant. He retired as a Sergeant First Class from the Wall Township Police Department in 2004 then served as a training coordinator at the Monmouth County Police Academy. During his career in law enforcement he served a majority of his time in the Patrol Division, was assigned to the Detective Bureau, and was the supervisor of the Community Policing Unit. He was the Team Leader of the Special Response Team for seven years and was also a member of the Dive Recovery Unit for nineteen years. He attained a Bachelor's Degree in Humanities with a Major in Education from Georgian Court University, and holds a Master's Degree in Education Management from Seton Hall University.

### **Narcissistic Abuse**

*The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter*

To provide an interactive workshop merging some education displayed on a PowerPoint with Handouts and material available with some activity that requires audience participation. The workshop would cover on the areas listed below:

- What is a Narcissist? What is Narcissistic Abuse?
- Interactive Activity with Audience (You may have encountered a Narcissist)
- Terms associated with Narc Abuse
- Nar Abuse stats
- Narcissistic Abuse vs Emotional Abuse
- Dealing with a Narcissist - Challenges/Do's/Dont's)
- \*Open to making adjustments based on specific need or interest

**Speaker Janessa Rivera**

### **Teen Dating Violence**

*The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter*

To provide an interactive workshop merging some education displayed on a PowerPoint with Handouts and material available with some activity that requires audience participation. The workshop would cover on the areas listed below:

- What is Teen Dating Violence
- Facts/Stats about Teen Dating Violence
- Signs of Teen Dating Violence
- What to do when there is Teen Dating Violence
- Broken Crayon Exercise

**Speaker Janessa Rivera**

**Janessa Rivera** is a first-time author and owner of R.E.B.I.R.T.H. Journey LLC, providing seminars and workshops on several topics of abuse in hopes to educate the community to prevent the repetition of the cycle and epidemic throughout future generations. She is a graduate of William Paterson University, having studied Sociology with a concentration of Social Services. Professionally, she has worked in the social services field working with the low-income community in the Human Services field, including women who identified as Domestic Violence victims/survivors for 10+ years. Daily, she oversaw the Domestic Violence program and implemented new strategies to attain successful outcomes while working with the victims and providing them resources to prevent them from returning to harmful relationships. She has collaborated with various organizations and nonprofits to provide direct services to these communities as well as being part of local advocacy groups, held positions on executive boards, and been a volunteer to many projects and organizations in the South Jersey area. Before embarking in becoming an author and writing her memoir, Janessa used to contribute to Yandy Smith's E-magazine, Everything Girls Love (E.G.L) blogging under the Love and Sex section for a little over a year, providing advice to readers from the point of view of a married, professional working woman with kids. Personally, Janessa was in an emotional and psychological abusive relationship for 8 out of 11 years with her ex-husband who is also the father of her two children that she currently co-parents with. Being married to a Narcissist and uncovering that she was a victim of Narcissistic Abuse all while having to still co-parent with her abuser is what motivated her to start to write the memoir and self-help book. She anticipates using her personal journey as a learning tool for not only the other women who have encountered abuse, but the family/friends that witness it, and the professionals that encounter clients with these issues whether in their past or present lives. Her goal is to provide education on these forms of abuse, prevention tactics and training to the community, and advocacy for those who have already endured it.

### **Internet facilitated sexual offences**

*The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter*

This course focuses on the production and distribution of child pornography, sexual solicitations, and conspiracy crimes. With the expansive growth and accessibility of the internet, these types of sexual crimes are on greatly on the rise. Profiles of these men will be discussed, as well as current at risk populations. Intervention options and recidivism will be discussed. Victimology and prevention strategies will be detailed.

**Speaker Larissa Boianelli**

### **Self-Care**

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

In certain lines of work there is often a serious lack of self-care. We are challenged by the stress that work puts on us and the demands of family and social life. Some feel selfish if we take time out to care for ourselves. Research shows that stress negatively impacts both our mind and emotional state as well as our bodies. This course will discuss solid self-care techniques that help regulate mood and improve work performance. These techniques guard against fatigue and occupational burnout. This course reviews strategies that improve a person's overall sense of wellbeing.

**Speaker Larissa Boianelli**

**Larissa Boianelli** has her Master's Degree in Social work from Rutgers University, is a Licensed Clinical Social Worker, and an Internationally Clinically Certified Sex Offender Treatment Specialist. She is an adjunct professor at Rutgers University in the graduate program. As director for the Sexual Assault Program for Cape May County affiliated with NJCASA (NJ Coalition against Sexual Assault) and the DOW (Division on Women) Mrs. Boianelli focused on the education, empowerment and treatment peoples whose lives were touched by sexual violence. She has worked in private practice for the past 14 years doing relapse prevention therapy for sex offenders. She continues to speak for the State of New Jersey, working to promote awareness for professional people and the general public interested in learning about this difficult topic.

## **Opioid and Heroin Crisis: Awareness and Solutions (Repeat Monday/Tuesday)**

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

The Opioid Crisis has led to a new Heroin Crisis that the United States has not seen in 40 years. In fact, today's Opioid and Heroin Crisis is the worst we have ever experienced. Addiction is destroying many communities and taking many lives, youth and adults alike, with no indication of slowing down.

- Opioid and Heroin Crisis in America: What does this mean?
- Why are opioids so prevalent in the US and why has heroin made such a resurgence?
- Heroin, Opioids, Fentanyl, Drug Recognition, Understanding, Manufacture (DRUM)
- The dangers of Synthetic Opioid Analgesics (Fentanyl, Carfentanil and others)
- Preventing addiction • Community Strategies to Combat Heroin and Opioids
- Preventing Heroin Deaths: Recognizing the signs of addiction, the signs of overdose
- Naloxone and More: Dilemma and Treatment

**Master Sergeant Brandon Staudt** has been part of the Pennsylvania Counterdrug Joint Task Force (PACJTF) since 2008. He began his Counterdrug career with the Civil Operations section, providing prevention services and leadership training to adolescents in various schools and youth serving agencies throughout Pennsylvania. In 2013, Sergeant Staudt became a Substance Abuse Coordinator for PACJTF, managing the drug testing program for over 19,000 PA Guardsman. In 2015, Sergeant Staudt returned to Civil Operations after the program took on new initiatives working with community coalitions. Sergeant Staudt has worked with dozens of coalitions throughout the Commonwealth providing them with technical assistance, training, and coalition assessments. In 2016, Sergeant Staudt took on additional responsibilities with the Northeast Counterdrug Training Center, serving as the Special Projects NCO. In this role, he developed the Opioid Awareness Seminar and Opioid Threat in the Community Course for educators, law enforcement and community organizations. Additionally, Sergeant Staudt is the lead instructor for the Opioid Awareness, Opioid Threat in the Community, and Naloxone Administration courses.

### **Child Support Judgments: Understanding Probation's Role in the Creation, Enforcement and Satisfaction of Child Support Judgments.**

*\*The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter*

The judgment process can be an effective tool for enforcing past-due child and spousal support obligations. This session will provide information on: how a child support judgment attaches as a lien on a non-compliant obligor's cash or cash equivalent assets, real property, lawsuit settlement, inheritance or other payouts; effective judicial enforcement remedies; steps that Probation takes to initiate the appropriate enforcement remedy when child support payments are not made as ordered by the court; and the satisfaction and release of judgments.

**Beverly C. Murphy, Esq.** is a Staff Attorney for the New Jersey Administrative Office of the Courts, Probation Services, Child Support Enforcement Services. Ms. Murphy has extensive experience in Family Law and has been a frequent presenter at child support seminars. At the AOC, Ms. Murphy assists in the development and implementation of policies, statutes, court rules, and directives governing the delivery of child support services. As a subject matter expert, Ms. Murphy has provided training and guidance to judges, law clerks, managers and court staff in the area of child support enforcement and related matters. She has served as staff to a number of court committees, including the New Jersey Supreme Court Family Division Practice Rules Committee-Child Support Subcommittee and the Conference of Family Part Presiding Judges-FM/FD Subcommittee. Ms. Murphy is an executive board member and officer of the New Jersey Child Support Council. She is also a member of the Eastern Regional Interstate Child Support Association (ERICSA) and serves on the ERICSA Policy and Legislation Committee. Ms. Murphy is an executive board member of the Association of Black Women Lawyers of New Jersey and has been appointed to the New Jersey State Bar Association General Council. She is a recipient of the 2017 Professional Lawyer of the Year Award from the New Jersey Commission of Professionalism in the Law. Ms. Murphy received her Bachelor of Arts degree from Hunter College-City University of New York and her Juris Doctorate degree from Seton Hall University School of Law in New Jersey. She is admitted to the bars of New Jersey, South Carolina, and the New Jersey Federal District Court.

**Richelle Coleman** is currently the Burlington Vicinage Assistant Chief Probation Officer. She began her career in June 2000 as a Court Services Supervisor 2 in Monmouth Probation Child Support Enforcement. She served as an Acting Assistant Chief and was eventually promoted to the permanent position of Assistant Chief in 2005, where she was responsible for the daily operations of the

division. During her time in Child Support Enforcement, Richelle started the Customer Service Unit and led a Debit Card Forum when the Stored Valued Cards were implemented. She also served as Co-Chair to the Child Support Enforcement Policy and Procedure Committee, which she is a committee she currently serves on. Lastly, Richelle was part of the team that lead the Monmouth Vicinage to being County of the Year and #1 in collections in 2007. In June 2007, Richelle transferred to Supervision and served three years as the Assistant Chief of Juvenile Supervision and Community Service and Collections. She worked very closely with grants involving Juvenile Detention Alternative Initiative and Family Engagement. She later joined the Family Division in 2010. During her time in Family, she was the Assistant Manager of the Juvenile, Children in Court and Domestic Violence dockets, as well as, the Mediation Unit. She sat on several juvenile related committees and worked with division based programs such as Adoption Day, Partners in Permanency and Parent Education until transferring to the Burlington Vicinage in January 2015.

## **Workplace Bullying**

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

Identifying what qualifies as bullying in the workplace and helping individuals understand their obligation to report bullying. This workshop will open the conversation of how we can respond to difficult situations and work to improve them.

**Speaker Janet Gerhard**

## **Building a Culture of Teamwork!**

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

What does it take to get things done in your workplace? This training identifies and instills healthy work environments where individuals can thrive.

**Speaker Janet Gerhard**

**Janet Gerhard** serves as Director of Public and Community Relations for HCAMS. Janet is uniquely qualified to position our services and training in the community to educate and inform the regional workforce as to their rights and responsibilities under Federal, State and Local laws. Her career advancing efforts for job creation and protection in the Commonwealth of Pennsylvania has been lauded by elected officials on both sides of the aisle. Mrs. Gerhard reported directly to the Governor on all issues related to economic development. Authorized by the Governor to expedite all activities on behalf of the business community with all departments in the Commonwealth, Janet negotiated multi-million dollar financial incentive packages for business attraction and retention.

## **The Present: The gift of Yoga, Meditation, and Breathing Techniques in the Workplace**

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

Learn the importance of caring for the mind, and body while on or off the job. Participants will learn the importance of proper breathing, and posture while sitting at a desk. In addition, other self-care techniques including meditation, chair yoga, and meditation will be discussed.

**Chantielle Harris** is the Founder/Co-Owner of DivaFit Club LLC, a NJ based fitness studio that teaches yoga, boot camp and dance classes. She is a certified yoga teacher, personal trainer, and nutrition coach.

## **How to Work with Probationers with Mental Health Diagnoses**

In this course, officers will learn basic de-escalation techniques in order to feel more confident when working with a client who has a mental health diagnosis. How to assist a client in the middle of a crisis and make referrals to the appropriate professionals will be discussed. The mental health caseload within probation will also be reviewed, including the referral process and how the mental health probation officer within each county can offer valuable resources and assistance to their colleagues. The importance of self-care for officers will also be addressed.

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

**Shauna Simmons (CSSII)** was the mental health probation officer (MHPO) for Mercer County for over six years before becoming a CSS2 in adult supervision. Having been involved in the probation mental health supervision program since its statewide inception under a federal grant in 2010, she has extensive first-hand experience working with clients who have mental health diagnoses as well as dealing with crisis situations, both in the office and in the field. As a Licensed Social Worker trained in Motivational Interviewing and certified in both Mental Health First Aid through the National Council for Behavioral Health and Crisis Intervention Training through the NJ CIT Center of Excellence, Shauna has learned the skills needed to de-escalate clients, get them the appropriate assistance they need, and keep herself and others safe, while treating everyone involved in a respectful, dignified way. Over the years, Shauna has taught in-house crisis protocols to fellow officers and supervisors. Her love for teaching and providing education also includes a presentation to municipal court volunteers, which focused on basic mental health information and techniques to assist court-involved clients with mental health disorders.

### **The Hustle; New Jersey Gangs**

*\*The suggested target audience is Criminal, Adult, Juvenile, Family and other criminal justice professionals looking to gain knowledge on this matter.*

The theme is the identification of the various criminal groups identified in NJ/East Coast and the recruitment techniques that are used in the streets and prisons.

**Corporal Edwin L. Santana** is a 21-year veteran of the Morris County Sheriff's Office Bureau of Corrections and a founding member of the Morris County Gang Intelligence Unit. As a graduate of the Passaic County Police Academy, Corporal Santana is certified by the State of New Jersey as a Method of Instruction (MOI) instructor in 2001. Since 2004, Corporal Santana has held the honor to be utilized by the Morris County Public Safety Training Academy to instruct the academy recruits that are training under the Police Training Commission (PTC) Basic Police Class & Basic Correctional Classes. Edwin L. Santana has lectured to approximately 44,000 Civic and Law Enforcement personnel throughout the United States. His knowledge on Street/Prison Gangs and Graffiti Identification has led him to be utilized by various national and local law enforcement organizations within twenty-five states. Edwin L. Santana has interviewed and assisted various local and international news and media outlets that include: 1010 WINNS AM New Radio, Telemundo 47, Fox News' "Giraldo Rivera At Large", Biography Channel's "Gangsters" America's Most Evil" season 2 along with the History Channel's "Gangland: Blood Oath" season 1 & "Gangland: One Blood" season 2 and "Gangland: Better Off Dead" season 6. After serving as the International Latino Gangs Investigator Association (ILGIA) Vice President (2010-2013), Edwin L. Santana was reappointed and currently is the ILGIA Newsletter Editor position. In 2006, Edwin L. Santana became an original Executive Board Member for the New Jersey Gang Investigator's Association (NJGIA). He subsequently became NJGIA's Training Coordinator, where his duties included arranging civilian and law enforcement training events throughout the state of New Jersey. From September 2013 to January 2015, he was appointed the NJGIA Vice President. To date, Edwin L. Santana has dedicated his efforts into individualized training for the civilian and law enforcement communities within New Jersey and abroad under the G-STEP, LLC banner.

### **Motivational Interviewing**

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

The participant is introduced to the "spirit," history, processes, and fundamental skills of Motivational Interviewing through lecture, role plays and a diverse training presentation. The Motivational Interviewing, third edition is the text upon which all classes are based (Miller, Rollnick). Participants will have the opportunity to practice their new skills.

### **David Varalli, The Varalli Group**

David Varalli is a recently retired, Senior United States Probation Officer and a member of MINT. He has worked in the field of probation/parole/community corrections for 30 years and has experience in all units and specialties of the profession. David has a vast knowledge of the criminal justice community, largely through his work experience. He began studying Motivational

Interviewing in 2008. Soon thereafter he passed proficiency as per MITI, and became a coach/trainer for his district and a private trainer/consultant. David was the chair of his district's MI team since its inception. He became a member of MINT in 2012. Training experience has included; all of the district's in house training, coaching, coding as well as numerous trainings conducted with: the New York State Division of Criminal Justice Services, Rutgers, The State University of New Jersey, New York City Probation, Various Reentry Teams, Delaware Department of Corrections and the Federal Bureau of Prisons. David also works with specific counties in the New York State and New Jersey State Divisions of Probation and Parole. Collaboration with colleges, faculty and student instruction has also been conducted

### **Pensions**

*\*The suggested target audience is all employees and other criminal justice professionals looking to gain knowledge on this matter*

Take a step-by-step approach to the retirement process and explain what happens after you submit your application. We explain your benefits, survivor options, group life insurance, loan repayment provisions, and the taxability of your pension. There is also a brief discussion of State Health Benefits Program coverage in retirement.

**Presenter: Andrea Hopson, Employer & Member Education, NJ Division of Pensions and Benefits**

### **Fear – Less: Managerial Courage, a Key Element in Leadership**

*\*The suggested target audience is supervisors or those professionals who are looking to become a supervisor to gain knowledge on this matter.*

“It often requires more courage to dare to do right than fear to do wrong. He who has the right needs not fear.” Abraham Lincoln  
Courage is not the absence of fear – it is what you do in the face of fear. When you take on a leadership responsibility, there will be challenges. The people you are charged with leading will look to you for guidance and direction in the face of those challenges. People embrace the leader who shows courage in the midst of opposition and conflict. Too many leaders give up and throw in the towel in the face of criticism or disapproval and cave in to their fears. The best way to avoid any manner of criticism is to do nothing.

This workshop will examine Managerial Courage through discussion, reflection and engagement. The targeted audiences are those currently in leadership positions, those aspiring to leadership positions and those persons not in leadership positions but in positions of leadership. In other words, this workshop is for YOU!!

#### **WORKSHOP OBJECTIVES**

- Define Managerial Courage
- Differentiate between Managing and Leading
- Discuss causes of and reasons why failure creates fear and/or lack of trust in leadership
- Examine participants view of Managerial courage and its impact on performance **and** accountability
- Provide examples on how to overcome the fear of decision making.

**Speaker William T. “Bill” Ashe**

### **Success-Focused Leadership: Getting The Monkey Off Your Back**

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Do you find yourself typically “running out of time” while your subordinates are typically “running out of work?” Do you ask the question, “Why do I have so much work” and if you really step back and think about it, you realize that it’s not really yours? Are you the type of Manager who feels that it’s your job to solve people’s problems? Do you find yourself taking on so much of the staff/team/unit responsibilities (“The Monkey”) that you become the subordinate and they the boss?

There is a way out! Encouraging staff to take more initiative does not make you appear less strong, more vulnerable and less useful. When you encourage staff to handle their own monkeys, they acquire new skills - and you liberate time to do your own job. This workshop exposes those “Monkeys” and gives you information and insight on how to “Get and keep them off your back!” Regain and grow your “Discretionary” time. This allows you more time to focus on leading your team/unit/area of

responsibility. If you are in a Management/Leadership position and find yourself “overwhelmed” at times, you will find this workshop most useful in strengthening your leadership skills while expanding your toolbox.

- 1. PARTICIPANTS WILL DISCUSS “MANAGEMENT TIME” AND ITS MEANING
- 2. PARTICIPANTS WILL DISCUSS THE SIX CONVERSATIONS AND PROCESSES FOR SUCCESSFUL STAFF DEVELOPMENT
- 3. THROUGH DISCUSSION, PARTICIPANTS WILL IDENTIFY AND MATCH THE LEVELS OF MANAGERIAL RESPONSE TO STAFF SKILL SETS
- 4. PARTICIPANTS WILL DISCUSS THE VALUE OF DISCRETIONARY TIME AND HOW TO MAXIMIZE IT THROUGH THE CARE AND FEEDING OF THE “MONKEYS.”

**Speaker William T. “Bill” Ashe**

**William T. “Bill” Ashe** received his Bachelor of Science degree in Business Administration from Fayetteville State University, Fayetteville, NC. He has a Master’s Degree in Public Administration with a concentration in Executive Leadership from American University, Washington, D.C. He has worked in the Corrections/Community Supervision field for over 30 years and is presently a Branch Chief with the Court Services and Offender Supervision Agency (CSOSA) in Washington, DC. He serves as a mentor in the areas of professional growth and leadership development for a number of individuals in the private and government sectors as well as college students interested in community corrections as a career profession. Bill is certified as a trainer by the National Institute of Corrections (NIC) with the New Probation/Parole Executive Orientation training program. He is also a Certified Real Colors Facilitator through the National Correctional Training Institute. Bill has authored and facilitated training curriculums in leadership, personal development, effective offender supervision and motivational interviewing, to name a few, on the local and national levels. In addition, Bill has served as Co-Chair for the Training Advisory Committee for CSOSA and as an Adjunct instructor for the Virginia Department of Corrections and CSOSA training academies. Bill serves as a Regional Representative and Board of Director’s member for the American Probation and Parole Association and currently sits as a member of the Executive Committee for the American Probation and Parole Association. He also serves as a “sponsor/mentor” for participants of the APPA Leadership Institute.