



2017 VADCJT

ANNUAL CONFERENCE

The Virginia Association of Directors of Criminal Justice Training

is proud to present the 2017 Annual VADCJT Conference with these Keynote Speakers!



Dr. Robert England received his B.S. degree and M.A. degree in Criminology from East Tennessee State University and his Ed.S degree in Leadership and Supervision from Virginia Tech. Robert is a former Police Chief, former/current police officer, high school teacher, high school principal, and has worked at Mountain Empire Community College for the past 13 years. Robert England is a native of Wise County, Virginia where he makes his home today. He is happily married to his wife Jennifer and has three sons, Nicholas, Daniel, and Jack.

"Visioneering: Leaving a Legacy": Leaving a lasting legacy is one of the most important accomplishments of transformational leaders. Looking forward with a purpose creates a meaningful professional environment where everyone succeeds. Everyone ends up somewhere in life, this class will help you end up somewhere with a purpose.

"360 Degree Leadership": This class is designed to teach participants how to effectively manage the complex relationships inside and outside of professional organizations. You will learn how to interact with those above you, beside of you and below you in an organizational structure. Understanding the organizational "psychology" of the people is key to succeeding at high levels.



Brendan Hefty is with the law firm of Hefty Wiley & Gore, located in Richmond Virginia. He received his BA from the University of Wisconsin, his MA from American University and JD from the University of Wisconsin. He practices in the area of local government law and is a registered lobbyist in the Commonwealth of Virginia. He concentrates on representing Virginia's localities and regional authorities on matters including public procurement, land use law and general counsel services. Before joining Hefty Wiley & Gore, Brendan interned at a corporate law firm in Bangkok, Thailand. Brendan enjoys a variety of outdoor activities including rock climbing and travel.

"Legal & Employment Issues for Academies": This class will provide an overview of the general legal issues associated with employment law and personnel matters. The class will discuss issues associated with hiring employees, employee discipline and grievances, issues associated with policies and procedures (e.g. social media policies), and employee rights such as FMLA, FLSA, and ADA. The class will be geared towards case law in these areas affecting law enforcement agencies.



Donald J. Van Meter, Ph.D. is a Performance Management Consultant. He is principal of Van Meter and Associates, Inc. a Public Safety Forces and public-sector training and consulting company. He has 15 years sworn law enforcement experience, a graduate of the Northwestern University Traffic Institute Nine-month Police Management program and author of *Evaluating Dysfunctional Police Performance*. He holds an Associate of Science in Police Science; a Bachelor of Science in Behavioral Science, a Masters in Labor and Human Resources, and his doctorate is in the field of Human Performance Technology from the School of Business, The Ohio State University.

"The Fundamental Rights of Management": will educate the attendees that current models of personnel management are disempowering in today's entitlement and litigious society. Agencies need a style of management based their on organizational values and fundamental rights of management. The objectives of this course are: To promote awareness of management's fundamental rights and how to structure a system of management based on them. To demonstrate that courts and arbitrators will support a system of management structured on organizational values and the rights of management, if agencies adopt such a system and applies it in a fair and consistent manner.

Stonewall Jackson Hotel and Conference Center

24 S. Market Street | Staunton VA 24401

(540) 885-4848

Date & Time:

April 4th – 6th, 2017 8:30am – 4:30pm daily

Lunch is provided for all attendees registered by March 3, 2017!

Reserve your hotel room for conference soon!

Please call (540) 885-4848

For conference registration online please visit <http://www.vadcjt.org>

For Questions about the event, please contact the organizer:

Jon Cliborne, VADCJT Vice-President | 804-722-9742 | or jcliborne@vadcjt.org



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