



TUESDAY - THURSDAY, OCTOBER 7 - 9

Margaritaville Resort Lake Tahoe
4130 Lake Tahoe Blvd, South Lake Tahoe, CA 96150

PRESENTED BY SACRAMENTO AREA TRAINING MANAGERS ASSOCIATION



PRE-REGISTRATION

1500-1700 (ATRIUM I)

Monday, October 6, 2025

Pre-Registration &
Welcome Packet Pick-up

AFTER HOURS RECEPTION ON TUESDAY, OCTOBER 7TH 1800 - 2200 (EXHIBIT HALL)

2025 CALIFORNIA TRAINING MANAGERS SEMINAR



DAY 1

Tuesday, October 7, 2025



0730 - 1000 (ATRIUM I) *Registration*

Continuing Registration & Welcome Packet Pick-up



1000 - 1700 (ATRIUM I) *Exhibitor Booths*

Please visit the Exhibitor Booths anytime during the day, between 1000-1700.



0800 - 1000 (COMPASS BALLROOM)

Opening Session/Keynote: "See Change Clearly: Unlocking Cognitive Diversity" (2 hours)

Presenter: Jacob Green & Associates

BREAK 0955 - 1005



1000 - 1200 (COMPASS BALLROOM)

"Evolving Excellence: A Sheriff and Chief Probation Officers Panel on Training" (2 hours)

Panelists: Sheriffs Michael Johnson, Tina Neito, and John McGarva, and Chief Probation Officer Esa Ehmen-Krause

1200 - 1300 LUNCH AT YOUR LEISURE



1300 - 1500 CONCURRENT SESSIONS

(EAST) ***BSCC - Learning Portal Workshop*** (2 hours)

Presenter: BSCC Representatives Greta Robinson and Kevin Wright

(Session Starts 1315)

(SOUTH) ***Solving the Common Workplace Challenges - A Sampling of Programs (1 Leadership Voice & 2 High Trust)*** (2 hours)

Presenter: Focus on the 40

BREAK 1455 - 1505



1500 - 1700 CONCURRENT SESSIONS

(EAST) ***BSCC - Lesson Plan Workshop*** (2 hours)

Presenter: BSCC Representatives Richard Cota and Forrest Coleman

(SOUTH) ***"From Chaos to Clarity: Mastering the Art of Strategic Planning in the Public Sector"*** (2 hours)

Presenter: Jacob Green & Associates



AFTER HOURS: 1800-2000 RECEPTION (EXHIBIT HALL)



0800 - 1700 (ATRIUM I) *Exhibitor Booths*

Please visit the Exhibitor Booths anytime during the day, between 0800-1700.



0800 - 1000 (CONCURRENT SESSIONS)

(EAST) *Reconnecting Justice: Building a Strong & Effective LE Workforce* (2 hours)

Presenter: RJNLE

(SOUTH) *Elevating Report Writing* (2 hours)

Presenter: Island Consulting

BREAK 0955 - 1005



1000 - 1200 (CONCURRENT SESSIONS)

(EAST) *Honoring the Badge: Upholding Ethical Standards* (2 hours)

Presenter: Drake University

(SOUTH) *Building Trust and Morale* (2 hours)

Presenter: Custom Training

1200 - 1300 LUNCH AT YOUR LEISURE



1300 - 1700 CONCURRENT SESSIONS

(EAST) *Hiring: Let's Get Our House in Order and Tell the World About it!* (4 hours)

Presenter: LE Professionals



1300 - 1500 CONCURRENT SESSIONS

(SOUTH) *Disability Awareness for LE* (2 hours)

Presenter: Island Consulting

BREAK 1455-1505



1500 - 1700 CONCURRENT SESSIONS

(SOUTH) *Solving the Common Workplace Challenges - A Sampling of Programs* (3 Breaking Patterns & 4 Activated Resilience) (2 hours)

Presenter: Focus on the 40



0800 - 1500 (ATRIUM I) *Exhibitor Booths*

Please visit the Exhibitor Booths anytime during the day, between 0800-1500.



0800 - 1000 (BALLROOM)

Team Up & Plan Ahead: Shaping the 2026 Seminar (2 hours)

Panelists: SATMA

BREAK 0955 - 1005



1000 - 1200 (CONCURRENT SESSIONS)

(EAST) ***Financial Stability and Preparation for Retirement*** (2 hours)

Presenter: American Training Academy Inc.

(SOUTH) ***Digital Forensics*** (2 hours)

Presenter: Custom Training

1200 - 1300 LUNCH AT YOUR LEISURE



1300 - 1500 CONCURRENT SESSIONS

(EAST) ***Contraband and Evidence- How to Find It and Process*** (2 hours)

Presenter: American Training Academy Inc.

(SOUTH) ***Leading Like A Sequoia*** (2 hours)

Presenter: MORA Learning Institute

BREAK 1455-1505



1500 - 1700 CONCURRENT SESSIONS

(EAST) ***Investigative Interview & Interrogation*** (2 hours)

Presenter: BATI

(SOUTH) ***Generational Differences in the Workplace*** (2 hours)

Presenter: The Academi

COURSE DESCRIPTIONS

JACOB GREEN & ASSOCIATES

Day 1

Opening Session/Keynote: See Change Clearly, Unlocking Cognitive Diversity (2 hours)

In this transformative session, nationally recognized leadership expert and Amazon best-selling author Jacob Green guides participants through the cutting-edge science of cognitive diversity—the variation in how individuals think, solve problems, and make decisions. Cognitive diversity has been shown to drive higher-performing teams, elevate innovation, and improve collaboration across all levels of an organization. Tailored for training managers, HR professionals, and organizational development leaders, this workshop will explore how to harness the power of thinking differently to improve training programs, increase employee engagement, and build cohesive, high-functioning teams. Jacob will introduce an advanced cognitive diversity assessment tool specifically designed for public sector teams. It will provide attendees with real data to evaluate how their teams think—and how to align those strengths to maximize results.

Through interactive discussions and practical exercises, attendees will:

- Discover how cognitive diversity impacts workplace culture, leadership, and team dynamics
- Learn actionable strategies for applying this concept to recruitment, onboarding, and leadership development
- Explore how to use data to foster inclusive and innovative learning environments
- Leave with tools and insights to enhance training programs that empower employees at every level

With compelling real-world examples and personal stories drawn from over 20 years in public service and consulting, Jacob delivers a powerful and inspiring experience that will leave participants rethinking how they lead, teach, and develop talent.

Instructor Bio: Jacob Green

Jacob Green is a nationally recognized leadership and organizational development expert. He has 18 years of experience in local government executive positions and has served as a managing director and VP of innovation in the private sector. As president and CEO of Jacob Green & Associates, his work has earned national recognition, including the National Caring Award. His Amazon best-selling book, *See Change Clearly*, reached #1 in five business categories.

SHERIFFS MICHAEL JOHNSON, TINA NEITO, AND JOHN MCGARVA, AND CHIEF PROBATION OFFICER ESA EHMEN-KRAUSE

Day 1

Moderator: Paul Rinaldo, SATMA President

Evolving Excellence: A Sheriff and Chief Probation Officers Panel on Training (2 hours)

This panel provides an overview of law enforcement training, exploring its evolution, critical components, and impact. The discussion will cover training philosophy, building public trust, use-of-force scenarios, officer wellness, accountability, and adapting to emerging trends.

BSCC REPRESENTATIVES GRETA ROBINSON AND KEVIN WRIGHT

Day 1

BSCC Learning Portal Workshop (2 hours)

This hands-on workshop teaches training managers and staff how to effectively use the BSCC Learning Portal. You will learn to manage user accounts, assign and track certifications, add instructors, and utilize the course catalog. The session focuses on best practices for maintaining training records and compliance.

Instructor Bio: Greta Robinson

Greta Robinson joined the BSCC in 2018 as a field representative for the Standards and Training for Corrections (STC) Division. With over 25 years of corrections experience, she retired from the Kern County Sheriff's Office as a Corrections Lieutenant, where she focused on operations and staff training.

Instructor Bio: Kevin Wright

Kevin Wright joined the BSCC in January 2024. He retired as a lieutenant after 35 years with a large California County Sheriff's Office. His extensive career includes assignments in corrections, training, and emergency response. A passionate instructor, Kevin has taught numerous STC and POST courses and brings his vast experience to the BSCC STC Division.

COURSE DESCRIPTIONS

FOCUS ON THE 40

Day 1

Solving the Common Workplace Challenges - A Sampling of Programs (Program 1 Learning Your Leadership Voice & Program 2 High Trust = High Performance) (2 hours)

Program 1: Learning Your Leadership Voice - We all have default tendencies when responding to leadership challenges and this defines how we approach problems and setbacks as leaders. Understanding your primary leadership style, your leadership strengths, and your default approaches to challenges allows us to embrace behavioral flexibility and also team diversity.

Program 2: High Trust = High Performance - Crafting culture is a slow-cooking process in a society with a microwave mindset. Building a team and a culture takes time and there are tools to speed up trust in teams. Building the trust to create space for vulnerability, "good conflict" and accountabilities goes slow, but the effort is worth the outcomes.

Instructor Bio: Anthony Poponi

Anthony Poponi, CEO, and founder of Focus on the 40, is a positive psychology expert and professional speaker. He provides interactive workshops to help teams, including probation departments, find greater joy and success in the workplace. Anthony has worked in the private, public, and non-profit sectors, and he has authored several books, including "The Little Book of Workplace Happiness."

BSCC REPRESENTATIVES RICHARD COTA AND FORREST COLEMAN

Day 1

BSCC Lesson Plan Workshop (2 hours)

This workshop reinforces the importance of incorporating adult learning principles into Standards and Training for Corrections (STC) courses. Participants will learn how these principles are reflected in STC course outlines and lesson plan formats. The session will cover effective instructional methodologies and how to document them to meet STC standards.

Instructor Bio: Richard Cota

Richard Cota retired as an Administrative Manager II from the Orange County Probation Department after nearly three decades. He has served as a Field Representative for the BSCC's STC division since 2022. With a Master of Criminal Justice, he has extensive experience in correctional administration and education, including as a former instructor for the Supervisor Leadership Academy (SLA) and Manager Administrator Core Course (MACC).

Instructor Bio: Forrest Coleman

Forrest Coleman has over three decades of experience in corrections, specializing in facility operations, compliance, and training. He spent 26 years with the Contra Costa County Probation Department, serving in supervisory and management roles. Since 2022, he has been a Field Representative for the BSCC and joined the Standards for Training and Corrections Division in January 2025. He is dedicated to equipping professionals with the tools to foster safe and effective practices.

JACOB GREEN & ASSOCIATES

Day 1

From Chaos to Clarity: Mastering Strategic Planning in the Public Sector (2 hours)

This session explores the science of cognitive diversity—how varied thinking leads to higher-performing teams and innovation. Tailored for training managers and HR professionals, you'll learn actionable strategies to harness different thinking styles to improve training, boost engagement, and build cohesive teams. Attendees will leave with practical tools and insights to enhance training programs and empower employees.

Instructor Bio: Jacob Green (See p. 4)

COURSE DESCRIPTIONS

RJNLE

Day 2

Reconnecting Justice: Building a Strong & Effective LE Workforce (2 hours)

It is well reported that those who work in law enforcement have a shorter life expectancy than the general population. Day in and day out, officers put their lives in danger and often, unbeknownst to them, they carry a trauma stress response in their bodies. They see and encounter a lot of violence, as well as general anti-social behavior, and often they begin to build an armor to protect themselves, as a means to cope. This is further exacerbated because the dynamics between line officers (staff) and executive teams are often disconnected, which leads to unintended problems for agencies to tackle without strategies for support. Subsequently, there can be problems with engaging and retaining a strong workforce. Knowing how hard it is to recruit, it is imperative that engagement be a top priority for retention. In this 2-hour workshop, we talk about using the shared values of Law Enforcement and Restorative Justice, which include Repair, Reintegration, Respect, Responsibility, and Relationship, to empower executive leadership to be the cornerstone for affecting change in the agency.

Prioritizing restorative justice practices and building off the instructor's own experiences as a probation officer and coaches through the University of San Diego's National Restorative Coaching Program, this workshop will be interactive. Further, it will cover what agencies can do to provide more support for their staff and thereby bring more tangible restorative options to the communities they serve.

Instructor Bio: Casey Ryan

Casey Ryan is a retired Deputy Probation Officer with 21 years of experience at the San Diego County Probation Department. She graduated from San Diego State University with a B.A. in Journalism and is a certified coach through the University of San Diego's National Restorative Coaching Program.

ISLAND CONSULTING

Day 2

Elevating Report Writing (2 hours)

This highly interactive course will provide strategies and techniques to elevate the quality of the reports participants are writing. Going beyond the basics, this course focuses on creating logical, persuasive, and objective reports. Participants will gain practice identifying and presenting important information, summarizing large amounts of information quickly, and choosing language and syntax that improve the professionalism in a report. Through an evidence-based approach and practical exercises, attendees will gain tools and strategies to strengthen their report writing.

Instructor Bio: Andie Carter

Andie Carter is a trainer and facilitator with over 25 years of experience in professional development. She specializes in communication, project management, and creating inclusive workplaces. With master's degrees in both Project Management and Communication, Andie is also a certified accessibility professional with expertise in neurodiversity and learning disabilities. Her background includes extensive work in the public sector, where she has taught a variety of topics, including trauma-informed care and cultural competency. Andie takes an evidence-based, action-oriented approach to her trainings.

DRAKE UNIVERSITY

Day 2

Honoring the Badge: Upholding Ethical Standards (2 hours)

This presentation, "Honoring the Badge," explores the complex ethical landscape of modern policing. Co-created by a former detective captain and a renowned ethicist, it blends academic insight with real-world experience, including a powerful cautionary tale, to highlight the critical importance of maintaining ethical standards.

Participants will learn to:

- Identify the causes of unethical behavior in law enforcement, such as moral erosion and rationalization.
- Understand the devastating impact of unethical actions on both careers and personal wellness.
- Integrate The Six Pillars of Character® (trustworthiness, respect, responsibility, fairness, caring, and citizenship) to enhance ethical decision-making and build a culture of integrity

Instructor Bio: James Dugan

James Dugan is the Director of the Josephson Exemplary Policing Initiative (JEPI) at Drake University. A former Captain of Detectives, he had a distinguished 13-year law enforcement career that ended due to an ethical misstep. After building a successful career as a senior executive in the private sector, he returned to public service to help agencies navigate complex ethical challenges and reinforce integrity in policing. 6

COURSE DESCRIPTIONS

CUSTOM TRAINING

Day 2

Building Trust & Morale (2 hours)

This workshop focuses on creating a safe, trusting, and inclusive environment in corrections agencies. Participants will learn how to build trust and boost morale at all levels of leadership. The session provides strategies for improving team cohesion, which can lead to decreased absenteeism and higher employee retention.

Instructor Bio: Jason Dale

Jason Dale is an armed Deputy Probation Officer with 23 years of experience at the Orange County Probation Department. He is currently assigned to the Sex Crimes Unit and has also worked in the Gang Unit and in adult and juvenile supervision. A Ph.D. candidate in Criminal Justice, he teaches at Cal State, Fullerton and Cal State, Long Beach. Jason is an active STC instructor and has trained over 1,100 staff in Trauma-Informed Care. He is committed to mentoring the next generation of probation professionals.

LE PROFESSIONALS

Day 2

Hiring: Let's Get Our House in Order and Tell the World About It! (4 hours)

While many agencies struggle to attract top talent, the bigger challenge is often what happens next: creating a consistent, accountable, and scalable operation that doesn't depend on daily heroics or guesswork.

Participants will gain actionable strategies in three critical areas:

- Discipline: Instill a clear vision and navigate organizational politics with integrity.
- Order: Develop consistent systems for measurable performance and results.
- Marketing: Effectively communicate your team's value to attract talent and build credibility.

Whether you're leading a team or building one, this course equips you to stop putting out fires and fulfill the organizational mission.

Instructor Bio: David Jamie

David Jaime is the owner of LE Professionals, a consulting firm specializing in leadership, legal compliance, and human resources for organizations. His extensive experience includes working with the Orange County Probation Department, the Los Angeles District Attorney's Office, and various colleges, and providing STC training throughout California. He is an advocate for truth, accountability, and baseball.

ISLAND CONSULTING

Day 2

Disability Awareness for LE (2 hours)

This course equips participants with the knowledge and skills to engage respectfully and inclusively with individuals of all abilities, fostering fairness and equity in their interactions. Law enforcement professionals, including probation officers, frequently work with individuals who have visible and invisible disabilities, making comprehensive training in accessibility, accommodations, and trauma-informed care essential. By exploring how disability intersects with the justice system, participants will gain a deeper understanding of the importance of reasonable accommodations, mental health awareness, and strategies for ethical supervision. Participants will leave with actionable tools to navigate diverse abilities with sensitivity and professionalism, ensuring their practices align with the principles of inclusion and justice.

Instructor Bio: Andie Carter (See p. 6)

COURSE DESCRIPTIONS

FOCUS ON THE 40

Day 2

Solving the Common Workplace Challenges - A Sampling of Programs (Program 3 Breaking Patterns of Self-Sabotage & Program 4 Activated Resilience) (2 hours)

Program 3: Breaking Patterns of Self-Sabotage - We default to certain behaviors in times of stress, and these strategies for surviving are preventing us from thriving in the workplace. You'll go to the mental fitness gym and learn to interrupt the ways we can sabotage our excellence and build up new and better mental fitness muscles.

Program 4: Activated Resilience - The pace of change in our work is unlike anything seen before in human history and the pace is not going to slow. Fortunately, many of the leadership skills inherent in us today will remain valuable in serving the leadership needs of the future.

Instructor Bio: Anthony Poponi

Anthony Poponi, CEO, and founder of Focus on the 40, is a positive psychology expert and professional speaker. He provides interactive workshops to help teams, including probation departments, find greater joy and success in the workplace. Anthony has worked in the private, public, and non-profit sectors, and he has authored several books, including "The Little Book of Workplace Happiness."

SACRAMENTO AREA TRAINING MANAGERS ASSOCIATION (SATMA)

Day 3

Team Up & Plan Ahead: Shaping the 2026 Seminar (2 hours)

This workshop outlined the initial planning steps for the 2026 California Training Managers Seminar. Participants collaborated to establish themes and desired outcomes, and identified key planning areas like logistics and content. The session concluded with a preliminary timeline, action steps, and the selection of the host region, providing a solid foundation for a successful event.

Instructor Bios: The 2025 California Training Managers planning committee.

AMERICAN TRAINING ACADEMY, INC

Day 3

Financial Stability and Preparation for Retirement (2 hours)

This two-dimensional course helps officers prepare for retirement by focusing on both emotional well-being and financial stability. On the emotional side, you'll learn to identify signs of distress and vicarious trauma, and how to use resources like peer counseling and EAPs. The financial part of the course covers wise investing, creating a personal budget and savings plan, and understanding trusts, wills, and insurance to ensure a financially stable future.

Instructor Bios: Todd Dearmore and Mike Henkle

Todd Dearmore and Mike Henkle are the founding members of the American Training Academy. With over 55 years of combined experience in instruction and management, they lead a team of subject matter experts who are committed to providing high-quality training.

COURSE DESCRIPTIONS

CUSTOM TRAINING

Day 3

Digital Forensics (2 hours)

Smartphones and social media accounts are hugely popular and have become “go-to tools” and fixtures in American culture. Social media and photographic apps like Facebook, Instagram, X, Snapchat, and TikTok, in addition to GPS functions, video capability, photos, email, and browser history, have made offenders’ devices a treasure trove of information for the investigator or supervision PO. Social Media/Facebook Investigations provides the investigator and supervision DPO with practical skills to use these devices and accounts to his/her advantage in supervising and monitoring probationers. This 2-hour session gives attendees quick skills and a great preview of the full eight-hour class.

Instructor Bio: Jason Dale (See p. 7)

AMERICAN TRAINING ACADEMY, INC

Day 3

Contraband and Evidence - How to Find It and Process (2 hours)

This course covers the essentials of handling and documenting contraband and evidence in a correctional setting. Participants will learn to distinguish between contraband and evidence, use proper documentation techniques (like photography and crime scene logs), and follow universal safety precautions. The training also addresses the confiscation of various items, preserving a crime scene, and managing dangerous situations. Special attention will be given to identifying how contraband, including weapons and drugs, enters facilities and is created in custody, all with a priority on officer and youth safety.

Instructor Bios: Todd Dearmore and Mike Henkle (See p. 8)

MORA LEARNING INSTITUTE

Day 3

Leading Like a Sequoia (2 hours)

Inspired by the resilience of Sequoia trees, this training is designed to help you become a more authentic and effective leader. The program uses a nature-based approach to explore core leadership motivations, enhance team dynamics, and build resilience. Topics include emotional intelligence, understanding diverse stakeholders, navigating team roles (givers, takers, etc.), bridging generational gaps, and managing workplace toxicity. You'll leave with actionable tools to strengthen your leadership from the inside out and inspire others.

Session Highlights:

- The Seed, The Cone, The Tree: Uncover your leadership gifts and delve into your core motivations, exploring the dynamics of leadership and followership.
- Resilience in the Fire: Learn from the Sequoia's ability to withstand fire to build resilience and strength in challenging environments.
- Leading from the Inside Out: Synthesize learnings to develop a strong, resilient leadership presence and a growth mindset.
- Workplace Toxicity: Understand how to move beyond negative behaviors by promoting open communication and fostering a respectful environment.

Instructor Bio: Jack Roberson

Jack Roberson is the founder of the Mora Learning Institute LLC (MLI) and an expert in nature-based leadership training. A retired Federal Probation and Parole Officer with 24 years of service in the judiciary, he is the former Acting Chief U.S. Probation Officer and has received numerous commendations, including Officer of the Year. With a master's degree in multicultural education, Jack leverages his experience to help individuals and organizations develop stronger, more authentic leadership. He is also a certified trainer in programs such as Real Colors and Emotional Intelligence 2.0. Jack works to help leaders stand tall and lead with purpose.

COURSE DESCRIPTIONS

BATI

Day 3

Investigative Interview & Interrogation (2 hours)

This course introduces the Behavior Analysis Training Inc. (BATI) method, focusing on strategic, evidence-based interviewing and interrogation. Participants will learn how to build rapport and use verbal and non-verbal cues to uncover the truth and avoid false confessions. The training emphasizes a science-based approach to policing.

Instructor Bio: Dennis Gomez

Dennis Gomez is a retired Police Lieutenant with a Bachelor of Science degree. He spent most of his career in investigations, including a special detail with the DEA. He was instrumental in solving multiple high-profile homicide cases. In 2024, he became the Owner/Director of Behavior Analysis Training, Inc. (BATI), an organization that has been teaching its interview and interrogation method since 1985.

THE ACADAMI

Day 3

Generational Differences in the Workplace (2 hours)

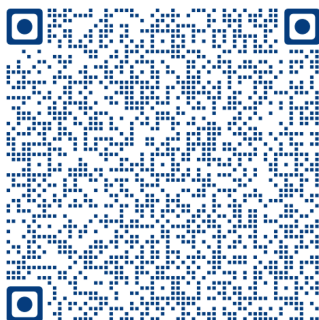
Combination of lecture, video, discussion, & activity. This workshop will explore some very common and often difficult differences between the main generations in the workforce today, including "Boomers," "Gen X," "Millennials," and "Gen Z". In fun ways, including activities and conversation, we will explore the potential for struggle and strengths with mixed generational groups. Some topics we will cover include work style, professional wants and needs, how to retain each generation, and how to maximize teamwork between them.

- 1) Explain 1 or more common difficulties within multigenerational workforces.
- 2) Identify 3 strengths of each generation.
- 3) Distinguish 2 key differences in work style between each generation.
- 4) Describe 1 or more key communication styles that can increase connection between each generation.

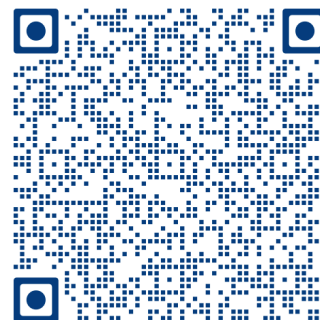
Instructor Bio: Ami M.S. Davis

Ami M.S. Davis (she/they) is a dynamic speaker, author, and educator with a degree in psychology. As the owner of the consulting firm The Acadami, they specialize in training on Gender and Sexual Minority (GSM) issues. As a self-identified Queer Person of Faith, Ami uses a combination of educational lectures, humor, and personal storytelling to create a safe and engaging learning environment. They are committed to fostering open dialogue and mutual respect, and they operate on the belief that "we can all work together to Make it Hard to Hate™."

**Scan QR Code for detailed
Course Descriptions and
Instructor Bios!**



**Scan QR Code for
Conference Map**





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**ARMAMENT SYSTEMS
AND PROCEDURES**