

# *Fixing a Toxic Police Culture:*

## *Strategies and Tactics Used to Detox a Law Enforcement Agency or Unit*

Toxic employees and leaders are why law enforcement agencies become negative, ineffective, and inefficient. In the current policing climate, law enforcement organizations cannot afford to become toxic. Now, more than at any time in the history of policing, the public expects an agency that is positive, engaging, and one that adheres to the best law enforcement practices. Toxic organizations and units damage the community's trust, decrease agency morale, are ineffective at fighting crime, and constantly have issues retaining officers. This class will teach students proven tactics and techniques to detox a toxic law enforcement agency or unit. In addition, the students will learn how to build positive work cultures in their organizations.

### **Learning Objectives:**

- Why do Law Enforcement Agencies or Units Become Toxic?
- The Types of Toxic Officers
- How to Deal with the Toxic Leader
- Developing and Implementing a Detox Plan
- The Power of Transparency and Inclusion
- Accountability of All
- Market and Magnify Success
- Maintaining the New Standards
- Learn Why Relationships Matter Inside and Outside the Agency
- How to Build a Positive Work Culture
- Developing Buy-In When Affecting Change
- Learn to Manage Change Effectively
- Developing a Culture of Excellence

**Date:** June 3rd-4th, 2024      **Time:** 8 AM to 4 PM

**Location:** New England State Police Information Network 124 Grove Street, #105 Franklin, MA 02038

**Tuition Fee:** \$295.00

**Register at:** <https://homefrontprotect.com/Toxic060324>

**About the Instructor:** Dr. Ron Camacho is an accomplished law-enforcement executive with over 28 years of experience and is the current Chief of Police for the Chambersburg Police Department (PA). Chief Camacho successfully trained all ranks, from corporals to chiefs, in leadership, supervision, team building, and mentoring. He has experience working at the municipal level; he retired as the patrol operations captain with the York City (PA) Police Department. Chief Camacho spent time as an international police trainer in Afghanistan and Mexico, where he developed and taught courses for patrol officers and supervisors on command leadership, tactical operations, and active shooter mitigation. Chief Camacho is a nationally published author and sought-after speaker on leadership, building a positive work culture, and recruiting/retention issues. He is a graduate of the FBI National Academy, 239th session. He has a Master of Science in Criminal Justice from Liberty University, a Doctorate from Penn West University, and is an executive coach for Performance Protocol.

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