

ECLAT Resources Presents: Accountability and Self Discipline



Course Title

ACCOUNTABILITY AND SELF DISCIPLINE: LEADERSHIP AT ALL LEVELS OF THE ORGANIZATION (4 hours course)

Contact Information

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Course Description

Following some recent negative high profile events involving police officers from across the country, the national conversation has turned to the concept of “police accountability”, and topics like police oversight and reform have once again come to the forefront of the discussion. Elected officials, the media, community activists, and many every day citizens keep demanding police be held accountable for their actions. A lot of these discussions involve some form of outside accountability, and/or accountability from within the agencies’ top brass. In reality, accountability and discipline should, and needs to, exist at every level of an organization, no matter rank or position. Accountability and discipline are words commonly associated with negative repercussions, when in reality there are both positive and negative aspects to these concepts. This course will explore what accountability and discipline are as they relate to servant leadership. Students will learn how these two concepts relate to the service law enforcement agencies provide to the community, and will encourage a paradigm shift in the way agencies view and approach accountability and discipline. The main goal of this course will be for students to understand that in every organization, accountability does not necessarily starts or comes from the top, but rather from each and every team member no matter their rank or position. This course is not about the

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legal issues or the formal process of employee discipline, and neither is it a use of force course. This is a leadership course aimed at inspiring self and peer discipline at every level of the organization, so formal disciplinary and use of force issues can be averted before they create a public and community relations problem for your organization.

Law enforcement officers have the capability, and the duty, to hold themselves and each other accountable for their actions and behaviors. Failure to do so could result in more outside accountability and oversight being mandated to law enforcement agencies in this country.

Course Goals

- Familiarize students with the concepts of servant leadership, discipline, and accountability.
- Provide students with relevant, real life incidents and analyze them from the lenses of the above three concepts.
- Discuss the positive and negative aspects of accountability and discipline and what happens when both fail or break down.
- Discuss lack of accountability as a key disfunction in every team and how to overcome it.
- Discuss the 4 levels of organizational discipline, including self and peer discipline.
- Discuss emerging efforts across the nation for police oversight and how they have played out.
- Encourage students to act and bring new perspectives and approaches, i.e. a paradigm shift on how they hold themselves and others accountable before intervention from the chain of command is needed.

Instructor Bio



Luis Soler is a 21 year law enforcement veteran. He served as the Chief of Police for the City of Woodland, CA between 2017 and 2019. Woodland is a suburban community located in the Sacramento metropolitan area. Soler also served as Chief of Police for the City of Crowley, Texas between 2013 and 2017, where he also served as a Lieutenant prior to his appointment as chief. Crowley is a suburban community located in the Dallas-Fort Worth metropolitan area. Between 1998 and 2012, Soler served with the City of Austin, Texas Police Department, where he served as

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an officer, senior police officer, field training officer, adjunct instructor, police corporal/detective, and acting sergeant. Austin is the Texas state capital and the 11th largest city in the country.

Chief Soler is a Certified Public Manager, holds a Bachelor's Degree in Business Management from Cornell University, and a Master's Degree in Law Enforcement Management from Aspen University. He is a graduate of the 373rd Session of the Northwestern University School of Police Staff and Command, the West Point Leadership Academy, the 2010 session of the Southern Police Institute's Chief Executive Leadership Program, the 37th Session of the University of Arkansas Criminal Justice Institute's Executive Management Institute, and the FBI LEEDA trilogy series. He is a certified NIMS/ICS instructor, and a graduate of the FEMA Emergency Planning Professional Development Course.

Soler is an active member of the International Association of Chiefs of Police (IACP), and the FBI Law Enforcement Executive Development Association (LEEDA). He currently serves on the IACP's Training and Education Committee, and sits on the IACP's Police Training Facilities advisory group. Between 2017 and 2019, he served as the Western Regional Chair for the IACP's Mid-Size Agency Division, representing mid-sized agencies (50-999 sworn officers) in California, Oregon, Washington, Alaska, Hawaii and the Pacific U.S. territories. Additionally, Soler served as an advisory member to the IACP's Small Agency Section, as a member of their Officer Involved Shootings/Critical Incident work group, and as a national instructor/consultant for their Leading by Legacy course. Soler also served as a member of the California Police Chiefs Association's Legislative Committee, and as both the Chair and Co-Chair for the Yolo County, CA Emergency Communications Agency's Executive Board. He has been a speaker at the IACP's annual conferences in 2015, 2016, and 2017 presenting on topics such as: generational differences in the workplace, social media for police agencies, procedural justice, and body camera program implementation. In 2019 Soler was featured in an IACP podcast regarding the implementation of body camera systems.

During his tenure as a police chief in Texas, Soler served as a Regional Director for the Dallas/Ft. Worth and North Texas Region of the Texas Police Association, as a member of the Criminal Justice Policy Development Committee for the North Central TX Council of Governments, as a member of the Texas Police Chiefs Association's Ethics Committee, and as a Lead Assessor for the Texas Police Chief's Best Practices Recognition Program, the State's accreditation program for law enforcement agencies. In 2014, he was appointed to the Advisory Committee of *Texas Governor's Task Force on Domestic Violence*.

In addition to currently running his consulting and training business, *ECLAT Resources*, Soler serves as a national senior instructor for the FBI LEEDA where he teaches supervisory, command, and executive level leadership courses to agencies of all sizes across the nation. Soler has trained supervisory and command level representatives from several large local, county, tribal, and state agencies such as the Texas Department of Public Safety, Colorado State Patrol, Washington State Police, Florida Highway Patrol, Saint Paul PD, Los Angeles PD, Seattle PD, Boise PD, Omaha PD, Memphis PD, Denver PD, Milwaukee PD, Port of Portland OR PD, Maricopa County AZ Sheriff's Office, and Wake County NC Sheriff's Office, to name a few. He has also trained representatives and agents from federal agencies such as the NSA Police, U.S. Supreme Court Police, U.S. Capitol Police, NCIS, U.S. Fish and Wildlife Service, US Marshal Service, US Dept. of the Interior, US Bureau of

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Indian Affairs, and the Federal Protective Service. Additionally he has provided training to the Tarrant County, Texas District Attorney's Office and the Hastings, NE police department.

About Us

After retiring from full time law enforcement in 2019, Soler founded *ECLAT Resources*, which is named after the French word "eclat", which means distinction and success. *ECLAT Resources* provides professional services to organizations to include: consulting, auditing, training, search and placement, and executive and promotional coaching. With a strong focus on leadership skills and best practices, *ECLAT Resources* strives to provide its clients with the right tools and resources to accomplish the organizational mission both effectively and efficiently, while positively developing organizational members and their leaders.

Please contact us to discuss options for this course that will best serve your agency and personnel. All of our courses can be tailored to your specific training needs. This particular course is offered as a half day (4 hour course) for line personnel.

We will be glad to discuss different pricing options, which can include either hosting the class for other agencies to attend, or providing the class exclusively to your agency personnel.

We hope to hear back from you. These are challenging times but remember that training is STILL one of the best thing you can do for your agency and your team members in order to reduce liability, increase professionalism and morale, and adhere to industry best practices.

Respectfully,

Luis Soler