



## Cameron McLay

### Profile

I am deeply committed to the goal of transforming the policing profession, and will devote the remainder of my professional life to that important objective. If we are to make policing a true profession, we must inspire those in our organizations through commitment to our highest ethical values, and must insure everyone is held accountable to the highest ethical standards of conduct.

It is my calling to teach people to challenge old, disempowering assumptions about leadership and professionalism, create a culture of accountability, and to inspire the police leaders of today and tomorrow to realize extraordinary success through dedicated service to others.

### Experience

#### **LEADERSHIP CONSULTANT, T.P.L PUBLIC SAFETY CONSULTING - September 2013 - Present**

As a contract consultant for the International Association of Chiefs of Police, I provide leadership development training to police and other public service organizations throughout North America. This work involves helping organizational leaders at all levels develop a deeper understanding about leadership influence, leadership effectiveness, and their own organizational cultures. The objective is to enable transformational change by institutionalizing a model of dispersed ethical leadership.

#### **CAPTAIN OF POLICE, CITY OF MADISON (WI) POLICE DEPARTMENT (MPD) - 2005 - 2014**

Served as a Captain of Police since 2005, and had command level responsibilities for all aspects of police operation. I was successful in developing strong partnerships with external stakeholder entities, both public and private. My position required administrative duties including budgetary management; personnel selection, counseling and discipline; managing relationships between police and the community, and employee relations. I was the Emergency Response Team (SWAT) Commander, serving for 24 years on that team. This experience developed my ability to coordinate the activities of widely varied function groups toward the success in a single mission.

I led the MPD Internal Trust process beginning 2007, examining organizational climate and trust issues. In 2010, I had the lead role in the creation of a leadership development program for the MPD. This included training for all department personnel and the development of a leadership academy program for all promoted leaders. This successful training program served as the framework for a leadership transformation effort for the entire organization.

#### **LIEUTENANT OF POLICE, CITY OF MADISON (WI) POLICE - 2002 - 2005**

In this rank, I was a shift commander, a district patrol operations commander, and a SWAT tactical team commander. This command position required strategic and tactical planning and decision-making under pressure, and developed my ability to ensure organizational success through the coordination and development of individuals and teams. These positions also required management of routine operations, including staffing & scheduling; payroll; personnel training and development; and event /operational planning; ensuring day-to- day operational needs were met and relevant policies and procedures were followed.

#### **SERGEANT OF POLICE, CITY OF MADISON (WI) POLICE - 1995 - 2002**

I served as a first line supervisor in patrol operations, the narcotics and gangs unit, and the SWAT team. These positions developed my abilities of direct tactical, high stress operations, as well as to conduct routine supervisory responsibilities. More importantly, I learned to develop strong teams to ensure unit success while developing individuals for future leadership.

#### **POLICE OFFICER, CITY OF MADISON (WI) POLICE - 1984 - 1995**

I served as a patrol officer for almost five years, before becoming a full-time training officer, where I served as the lead tactical training officer, and conducted training on a wide variety of topics to Madison Police employees as well as to police officers from throughout Wisconsin.



**POLICE TRAINER - MADISON AREA TECHNICAL COLLEGE - 1989 - 2003**

As a part-time employee of MATC, I provided Training to agencies from throughout the State; conducted Instructor Certification Programs in Firearms and Defensive and Arrest Tactics, and assisted with agency in-service programs.

**POLICE OFFICER /CADET OFFICER, INDIANA UNIVERSITY POLICE DEPARTMENT - 1979 - 1984**

I served as a part-time cadet officer and as a full-time police officer at IUPD while attending college. At that time, I was president of the IU Tae kwon do Club, and a police self-defense instructor.

**Education**

Masters of Science in Organizational Leadership, concentration on Managing Human Resource  
Performance: Colorado State University, Global Campus - 2012

Bachelors of Arts in Forensic Studies, with minor in Psychology  
Indiana University, Bloomington, IN. - 1985

**Skills**

Personnel and Team Development - My post-graduate work focused on leadership and human resource performance, and my present consulting and training work is directed to realizing human leadership potential. Regardless of rank, my success in all the above assignments was predicated on developing others. I have extensive experience in one-on-one coaching, developing strong teams, and believe training to be a key to effective organizational performance

Leadership - I have demonstrated skills for increasing employee motivation, satisfaction and performance through balance of modeling, mentoring, coaching and empowerment. I developed and delivered leadership development training within the Madison PD. I am certified as a National Instructor for the International Association of Chiefs of Police "Leadership in Police Organizations" (LPO) training program, and am a member of the State of Wisconsin Department of Justice's LPO training cadre. This team will be charged with teaching leadership to interested police agencies throughout the State.

Communication - leadership competency and success in personnel development only comes from having strong communication skills. I have received consistent feedback that I possess strong verbal and written communication skills.

Strategic Planning - I have wide experience in long-term, strategic planning. I have led departmental strategic planning efforts, developed strategic plans for the development of teams /programs, as well as the strategic planning associated with managing critical incidents.

Operational Management - I have extensive experience in managing complex operations, major events and critical incidents. My primary work function as a police commander is maintaining high level operational functioning, while ensuring strategic goal alignment.

Partnership Development - I have the ability to create strong, collaborative partnerships with other stakeholders. I have found that by highlighting common goals, values and interdependency, strong partnerships that improve outcomes for all involved can be realized.

**Referrals**

As a result of over 30 years of service in one profession, there are many individuals, both from within my organization and external stakeholders, who can provide insights into my character and competence. A detailed list is available on request.