
Tips and Trends

1 message

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It's not winter yet, and Thanksgiving is upon us. A time for reflection on the Blessings He has bestowed upon us!

Thanksgiving

Everyone knows about the Iron Bowl, football playoffs and fall foliage (at least in the northern half of the state), but there's a lot more to the Fall season if you focus on Thanksgiving.

When you have a quiet moment, and time to take in the Thanksgiving Proclamation of George Washington, reflect upon his thoughts as you join with family and friends this Thanksgiving.

And for those working this coming holiday, Thank You for being there for those in need this Thanksgiving!



Thanksgiving Proclamation



My Thanks to You

Thirty years ago, I was a rookie FBI Agent assigned to work in Selma, Alabama. My Mom was born in Chattanooga, and growing up my two brothers and I would spend 4-6 weeks every summer in Chattanooga. It somewhat prepared me for a life in Alabama.

My wife however, spent most of her years in Cincinnati. Our first night in Selma, which was supposed to be at the Selma Motel (recommended to me by Bill Wynne, who was a Federal Probation Officer at the time) didn't go well.

My wife refused to stay at the luxurious accommodations offered at the Selma Motel, and we drove on by and stayed at the Holiday Inn for our first 30 days in Alabama.

30 years later, we would have never envisioned how much our lives would be enriched by all the Alabama friends and associates who became part of our lives.

All based upon a random work assignment made by some far-away stranger in the FBI transfer unit.

As I celebrate Thanksgiving with my family, I am blessed with an extended "Alabama Family" to whom I extend my greatest gratitude, and best wishes to all of you from all of us at ICJE for a Blessed Thanksgiving.

May God bless each of you.

Jim Rechel
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*Please feel free to email comments or suggestions.
Thanks, Jim*

LEADERSHIP



"In law enforcement, there is a belief that the Millennial and Gen Z generations are generations that cannot be controlled or trusted with the details needed in our line of work. The consensus is the millennials and gen Z are too free spirited, set boundaries at work, and seek instant gratification."



Today's Generations – How Do We Turn Them into our Next Generation of Leaders?

By Bobby Blankenship

Aristotle was credited with the following quote:

"Our youth now love luxury. They have bad manners, contempt for authority; they show disrespect for their elders and love chatter in place of exercise; they no longer rise when elders enter the room; they contradict their parents, chatter before company; gobble up their food and tyrannize their teachers."

How many of us would think that quote was from ten years ago instead of from Greek philosophy? This quote says generational problems have existed since there were different generations.

In law enforcement, there is a belief that the Millennial and Gen Z generations are generations that cannot be controlled or trusted with the details needed in our line of work. The consensus is the millennials and gen Z are too free spirited, set boundaries at work, and seek instant gratification.

The truth is that they are digital natives that have never known a time in their life when they did not have access to instant information. They are the generations that thrive on having positive affirmation for the good work they do. These generations are not like the Boomers and GenXers who were told to do tasks and went and completed the task without asking that dreaded question..." Why?" What if we share our knowledge and explain "why" and set our younger officers up for success.

Throughout my career, I trained the Boomers, GenX, Millennials, and GenZ for the long career ahead in law enforcement. Sometimes the easy way of "just do it" was not the best way. Our younger generations ask the dreaded "Why" question because they truly want to understand why a certain task is completed in a certain way.

What I learned throughout my training career was that when the "Why" question was answered, the task was then completed without further issues.

Many Boomers and GenX believe that the younger officers are questioning authority when they ask questions, but our younger officers are truly trying to understand why we do things the way we do for their understanding. The younger officers are looking to the older officers to teach, mentor, and coach them.

The younger officers are technologically smarter than us in a lot of ways, but we were raised with more practical knowledge. Our younger generations need us to help acquire some of the old practical knowledge we were taught. They need coaching and mentoring from the older generations.

Whether we like it or not they are going to be the next generation in leadership positions. It is up to us to train them to be better leaders and mentors.

How do we become better at training the future leaders? First off, we need to understand the reason for the dreaded "Why" question and quit getting so mad when they ask it.

Teach them why we do certain things in a certain way. We should listen twice as much as we talk. As we listen, we should truly concentrate on listening for our understanding instead of listening solely to respond back to them.

Our responses to questions will create a path for our younger officers to follow or stray away from. Which would we rather see? The officer that asks questions or tries to figure out the problem by himself and messes it up beyond repair.

Am I saying that we always need to answer every question they have? No, absolutely not but I am saying if it is a question that you only know the answer to due to your experience then maybe you should share that before the problem goes awry.

If you have a younger officer that depends on you to make decisions because they do not want to use their brains that is a completely different story. Put their noses in the books (criminal or policy) and have them call you with the answer when they find it. They need to understand that our jobs constantly change because laws and policies change also.

If we force them to read and stay up to date on current laws and policies, we are doing them a favor. We are helping them become leaders for the department and for our communities.

There are many attributes to being a good leader that our younger generations are hunting for. They are looking for leaders with compassion, empathy, listening skills, caring,

problem solvers, resourcefulness, flexible, and see the value in their employees.

A good leader is there to take care of their people, not the opposite. A good leader focuses on building other leaders within not focusing solely on what he/she can achieve. Our leadership says a lot about us when we see our people leading others.

In closing, we should strive to teach our new generations the ways to become the best leaders they can become. As a leader we should educate our employees in the ways of life and work, and we should push them to be the best officers (persons) they can be both at work and in our communities.

Our younger generations are looking for leadership to help them be the community leaders we need for the future. Let's be the leaders they need us to be. It's about them, not always us.

Technology



AI Bots are Helping 911 Dispatchers with their Workload

Alabama Reflector - Oct 2023

Concerns linger among experts about the possibility that these systems may overprescribe police response or make mistakes due to biases.

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Gun Violence is now the Leading Cause of Death Among Alabama Children

Since 2014, more than 1,500 Alabama children have been killed or injured by guns, according to one estimate.

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How One City is Using Tech to Address Gun Violence

1 Gun Led Police to Those Responsible for at least 5 Homicides and Dozens of Shootings

The investigation by Cincinnati police and the ATF showed how guns move through the city, how teens and young men can get them and how they are used.

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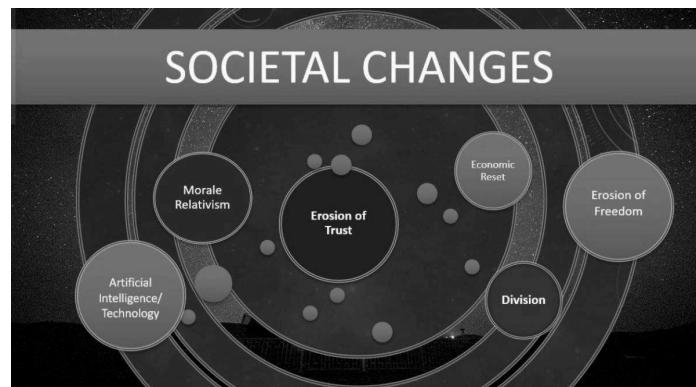
Society



Viral Video Of 'Kids Party' With Guns, Cash And Explicit Music Leaves Viewers Stunned

A viral video of a "kids party" show young children posturing with guns and cash while singing along with explicit rap lyrics.

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In Plain View

by Jim Rechel

I was fifteen years old when I applied for my Social Security Number (SSN), as I needed it to get a work permit to work as a busboy at a local restaurant. To this day I remember my parents' instructions to guard the card and my new identifier "with my life", as this number would provide me with the most important method to convey my uniqueness, as I couldn't sing, dance, play football or dunk a basketball.

None the less, no one else in the world would be able to pose as me because my SSN would separate me from every other "Jim Rechel" in the world.

Fast forward more than fifty years, and a crook using my identifiers, including my DOB, address and SSN applied for unemployment insurance as if they were me. As I reported the fraudulent claim, I asked for more information from the state

unemployment agency. I discovered that the perpetrators also listed all of my business identifiers, including my Employer Identification Number (EIN) on the digital application for unemployment insurance.

The combination of personal and business identifiers caught my attention, as I have provided my EIN to very few organizations, public or private. One that came to mind was the health insurance company that my firm uses for employee health insurance. They know both sides of my identity, personal and corporate. I'll never know if their data breach was the source for the crook, but the odds are high that the hackers got all of my information from that data breach.

I had become one of the millions of victims every year who have had their identity hijacked for fraudulent purposes. And as the fraudsters become more sophisticated, law enforcement entities and financial institutions that need to collaborate like never before are going in the opposite direction. But that is not happening.

Many large banks no longer partner with local and state law enforcement agencies, thumbing their nose at requests for information regarding fraud scams in which they will ultimately lose money, or their customers are defrauded.

In plain view, a growing number of banks and prosecutors are refusing to pursue fraud investigations. As shoplifters steal carts full of products in plain view across every state and city, so now are the fraudsters carting off billions of dollars from banks and their customers in their "digital shopping carts" of fraud schemes.

What is happening to banks abandoning their role in maintaining order in the communities in which they operate?

And as the banks point an accusatory finger at the criminal justice system, what is happening with prosecutors who see no value in prosecuting criminals...at every level...?

The losses will be staggering and the indirect consequences in our communities will be overwhelming... All in Plain View!

Training and Education



Training Schedule

ICJE - Institute for Criminal Justice Education, Inc.

The Institute for Criminal Justice Education is a nonprofit Alabama corporation that provides law enforcement training, develops courses and distributes research material relating to investigation, management and technology in the criminal justice arena. Our services are furnished to governmental, corporate and security agencies who have a primary law enforcement function or a need for security protection.

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