



SPEAKERS BUREAU



Presentation Information

Presentation Category	Emotional/Survivalist Mindset
Presentation Title	Mitigating Police Fatigue
Presentation Length	120 Minute Overview, Half Day or Full Day Training
Presentation Objective	Provide training on employee fatigue and ways to effectively manage the risks associated with fatigue in any high- risk emergency services operation.
Presentation Description	<p>This course is designed to raise awareness of the problems associated with fatigued or tired police officers. The presenter will define fatigue and educate the attendees about the causes of police fatigue, the consequences, and suggested ways in which fatigue can be managed. Half and full day programs expand the conversations about the physiological impacts to include how fatigue influences use of force, performance, driving, officer safety, and report writing. The attendees will be asked to self-reflect on the problem and ask themselves: “Am I contributing to the problem or to the solution?” Attendees will be encouraged to take ownership of their own fatigue and consider ways to improve their personal situations. At the end of the session, the attendees will have a better understanding of why fatigue is a problem for law enforcement, why they should be concerned about fatigue, and the importance of sound effective fatigue management policy.</p> <p>The attendees will hear about the presenter’s successful journey in developing and implementing a fatigue management plan within a state police organization, the</p>

	challenges in implementing a culture shifting program, and ways in which further engagement would reduce the risks associated with police fatigue.
Speaker Name & Session	John Campanella, NA Session 239
Speaker Phone Number	302-893-7687
Speaker Email	john@campanellaconsultinggroup.com
Speaker's Biography	<p>John Campanella is an innovator who has been identifying emerging issues, driving change and constant improvement in public service for the past thirty-one years. John's career has included increasingly responsible roles and mastery in the areas of law enforcement, risk management, policy development, program and project management, training, human resources, and executive level leadership.</p> <p>Most recently, John led pivotal cultural changes within the Delaware State Police in areas such as fatigue management, special or secondary employment, and staffing and resource allocation. John's innovative work has pioneered the practical application of fatigue management in law enforcement. He incorporated decades of research by renowned institutions and researchers into action with a successful fatigue management policy and plan. His program not only addressed voluntary actions by officers, but provided a model to mitigate fatigue caused by mandatory work requirements. Successful implementation of an effective fatigue management plan is best accomplished in concert with an established practitioner to train, coach, and mentor stakeholders. John effectively coached and guided the leadership of the Delaware State Police through the realm of uncertainty of fatigue management and he transformed a contentious secondary employment system into a transparent, cost saving, fair, and equitable system.</p> <p>John understands the nuances of human resource management and of 24/7 police operations and is able to</p>

effectively communicate across all business units to guide an agency through the development and implementation of change. John approaches each challenge ethically, honestly, and logically to deliver results that continually exceed expectations.

John is a graduate of the FBI National Academy Executive Leadership Program, 239th Session, and has a master's degree in Organizational Leadership. John is a Senior Certified Professional through the Society for Human Resource Management (SHRM-SCP) and is a certified instructor by the State of Delaware Commission on Police Training (COPT). John currently serves as the Director of Human Resources with the Delaware State Police, holding the rank of Captain. John is a certified assessor for the Commission on Accreditation for Law Enforcement Agencies (CALEA), risk management consultant, law enforcement subject matter expert, and a volunteer firefighter. John has extensive training from FEMA on the National Incident Management System (NIMS) and the Incident Command System (ICS). John currently serves on two non-profit executive boards.

John's unique background of executive law enforcement, leadership, human resource management, organizational development, compliance, and accreditation is an asset to any agency's risk strategy. John provides a contemporary law enforcement perspective where he puts theory into action.