



# SPEAKERS BUREAU



## Presentation Information

Presentation Category	Executive Leadership
Presentation Title	Polishing the Badge: Leading for Optimal Performance
Presentation Length	4-8 Hours
Presentation Objective	<ul style="list-style-type: none"> <li>• Participants will be able to understand, and identify the factors associated with improving performance through the following evidence-based methods.</li> <li>• Transformational leadership theory (inspirational motivation, idealized influence, intellectual stimulation, and individualized consideration)</li> <li>• P-SARA Leader Action Process (Scan-Analyze-PAUSE-Respond-Assess)</li> <li>• Psychological Capital Theory (Hope-Efficacy-Resiliency-Optimism)</li> <li>• Performance Leadership Model: Leadership Diagnostic/Prescriptive Decision Support Process</li> </ul>
Presentation Description	<p>Organizational leaders will improve their effectiveness by increasing their understanding of evidence-based leader action processes, organizational and human performance strategies, and a proven action model. Transformational leaders work with teams to identify needed change, creating a vision to guide the change through inspiration, and executing the change in tandem with committed members of a group. It is an integral part of a full range leadership approach. Transformational leadership is when a leader’s behaviors influence followers and inspire them to perform beyond their perceived capabilities. Transformational leadership inspires people to achieve unexpected or remarkable results. It gives workers autonomy over specific jobs, as well as the authority to make decisions once they have been trained. This induces a positive change in the followers’ attitudes and the organization as a whole.</p>

	Transformational leaders typically perform four distinct behaviors; inspirational motivation, idealized influence, intellectual stimulation, individualized consideration.
Speaker Name & Session	Eric Murray, NA Session 273
Speaker Phone Number	(860) 377-4157
Speaker Email	sptu@att.net
Speaker's Biography	<p>Eric is a decorated military and law enforcement veteran with 36 years of professional public safety experience. He has served in the U.S. Army Infantry, a municipal police department and 31 years with the Connecticut State Police. His last assignment was as the commanding officer of the state police training academy when during the 2020 covid pandemic, he successfully led his team to be the first LE agency in the country to implement online learning for recruit training. During his career, Eric has held numerous administrative and operational assignments which has provided the necessary leadership framework for his training programs. He has taught leadership and human performance analytics to hundreds of organizations and thousands of private and public service employees across the United States and internationally. He loves what he does!</p> <p>He is a nationally certified trainer (IADLEST) and holds numerous instructor level certifications with the CT State Police, CT Police Officers Standards of Training (POST) and New England State Police Association (NESPAC). He teaches executive, middle management, and first line supervision training programs throughout the country. He specializes in the areas of leadership, supervision, team dynamics, human performance management, communication, resiliency, diversity, problem solving, and ethical decision making. Eric consults public safety, higher educational institutions, and private organizations on strategic planning, organizational climate and culture, professional development, executive coaching/mentoring. He is a co-author/creator of the Performance Leadership Model© and an Everything DiSC® and Five Behaviors of a Cohesive Team® Facilitator/ Diamond Level distributor.</p> <p>Eric is a proud graduate of the FBI National Academy Session 273. He is the first "civilian" to graduate from the USCG Chief Petty Officer Academy in Petaluma, CA where he received the coveted "Spirit of the Chief Award" and the honorary title of</p>

Chief Petty Officer by the Commandant of the USCG. He is an alumnus of the USCG Academy Senior Leadership Principles Course and Harvard-Kennedy School of Executive Education Art and Practice of Leadership. Eric serves as an advisor to the USCG Leadership Development Center and past faculty for the U.S. Navy Advanced Management Program (AMP). He was a regular guest lecturer at the FBI National Academy (Quantico) as well as numerous conferences and FBI Command Colleges across the country and central America on topics of leadership analytics, leading at risk employees, human performance, and psychological capital (PsyCap).

Eric holds a Doctor of Education (Ed.D.) from the University of Hartford; Master of Science (M.S.), Organizational Leadership; Bachelor of Arts (B.A.), Communication. He is a life-long learner and encourages others to do the same.