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NOVEMBER 2022

# FBI-LEEDA

## Insighter Extra



This Month:



November 8 -- U.S. General Election Day



November 11 -- Veterans Day

November 24 -- Thanksgiving Day





Registration for FBI-LEEDA's 2023 Annual Education Conference is now open.  
[fbileeda2023.org](https://fbileeda2023.org)

**SAVE THE DATE**

**APRIL 24 - 26, 2023**



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# WORTH A LISTEN



David Lyons is an FBI-LEEDA Trilogy instructor and retired police commander from the Lexington Police Department in Lexington, Kentucky. David and his wife, Wendy, created the Murder Police Podcast in 2020 in their home studio and continue to produce the very popular true-crime podcast. They have 84 podcast episodes in their lineup and are ranked in the top 1% on the podcast charts. We sat down with David and asked him more about The Murder Police Podcast.

Q: How did you go from your police career, your work with FBI-LEEDA, to starting a true-crime podcast?

A: For me, the three come together perfectly. The podcast is a result of my passion for my favorite assignment in my career as a homicide detective, where I incidentally had the most profound team experience in that 28-year career as well. Everyone knows that at FBI-LEEDA, we put a premium on relationships and partnerships, so much so that we spend an entire day in CLI focusing on team building. Given that the podcast is educational, brands law enforcement in a positive light, and centers around the power of teamwork, it feels right at home.

Q: What was your favorite episode so far?

A: My wife, Wendy Lyons, cohosts the show with me. As a true crime fanatic, Wendy reigns in the guest presenters by asking questions the listening audience is likely to want to ask. My favorite set of episodes was 'The Murder of Angela Owens Wooldridge.' This was Wendy's literal best friend of over 30 years, and she was murdered by her husband in February 2022. The episodes not only memorialize a beautiful woman and raise awareness about domestic violence, but Wendy demonstrated a great deal of vulnerability that led to a deeper relationship with our listening audience. It was difficult to record and edit, but we know it advances the discussion on domestic violence.

Q: Where do you get your material from?

A: Largely local cases since access to material and detectives are easy to come by. We have been moving to cases from other jurisdictions across the country and are currently moving into the world of unsolved and missing person cases. These cases not only raise awareness for families going through frustration and pain, but the families get the opportunity to tell the world just who their special person is.

Q: Tell our readers something about you or the podcast that we may not know and would find most interesting?

A: Our law enforcement folks, they will get this. Even though the show is very thorough, there are still elements about the cases we cover that just don't belong in the public eye. The proverbial cutting room floor is littered with snippets of things that we leave out for the respect of the victims and families. Cops understand that vow of secrecy we all take. Among those snippets on the floor is the dark humor that gets police through these incidents, valuable, but again not for sharing with the world. It's the old "if you know, you know."



David and Wendy Lyons at their home studio.

You can listen, subscribe and download the Murder Police Podcast through the Apple podcast site and Spotify.





## The Complexity of Human Nature and How to Inspire and Motivate Today's Law Enforcement Leaders

By Lieutenant Daniel Berry. Tampa (Florida) Police Department

Human nature is influenced by how people interpret intrinsic (ingrained) and extrinsic (external) motivators. Some believe that a leader is born to lead, and they will rise through the ranks, regardless of external motivators. Others believe that leaders are taught to lead and that anyone can become a successful leader with the right extrinsic motivation. As with any debate, the truth lies somewhere in the middle. This article aims to give some simple considerations for inspiring and motivating today's law enforcement leaders.

Much like a professional athlete has a natural talent in their sport of choice, some leaders are born with a certain degree of natural leadership ability. These natural leaders have a way of drawing others to them and becoming non-titled leaders in their workspace. In law enforcement, we see this commonly occur at the squad level. Inevitably, there is at least one officer on every squad that the other officers look to for advice or to emulate. These officers are not always the most senior officers on the squad, as one may assume. They seem to operate at a high tempo, with little influence from their superior officers. While they may not lack intrinsic motivation, they may lack the desire to move up the ranks.


An extrinsically motivated leader responds to the knowledge that they acquire and do not rely as heavily on natural leadership traits. In law enforcement, we see this commonly occur through career training courses and specialty team assignments. Officers may find a niche in their department and gain leadership influence by becoming subject matter experts. If you have worked long enough in law enforcement, you have inevitably encountered an officer who was mediocre at the patrol level but has excelled as they rose through the ranks and gathered more training and knowledge. Other officers take direction from these leaders because they recognize their expertise.

To engineer law enforcement leaders, we must modify their behavior and enhance their intrinsic and extrinsic leadership motivators. We can accomplish this task by applying the following strategies:

- Create the purpose and not a target: Allow current and future leaders to work towards a shared vision for your department instead of shooting for a specific target or goal. This will foster creativity and keep them invested in the future of your agency. An example would be creating the purpose of lowering gun crime in a specific location within your jurisdiction instead of giving a target number of police/citizen encounters within that same area.
- Put people where they want to be, not where you want them to be: Working in an environment that has a joint effort in achieving the shared vision produces greater buy-in and facilitates the desire to gain upward mobility within the agency. It may also uncover more non-titled leaders. The operational goals of the agency cannot be ignored but try to avoid work assignments that are to the detriment of your leaders, including non-titled leaders.
- Set the example instead of being an example: Ultimately, future leaders look toward current leaders for a blueprint of what their leadership should or could look like. If your present leaders are not inspirational, it will be challenging to nurture future leaders. Leaders must be held to a higher standard than everyone else.

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- 
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# FBI-LEEDA PRESENTS: CULTURE & DIVERSITY INSTITUTE



The Culture and Diversity Institute (CDI) is designed to explore issues of culture and diversity from the **internal and external perspectives** of law enforcement agencies serving multiple communities throughout our nation.

FBI-LEEDA acknowledges that the social aspects of policing are in a serious state of change. CDI explores the nature of this change and opportunities for law enforcement to shape an educational dialogue on these issues. The overall mission is to improve cross-cultural competencies through continued education.

To learn more information about the course offerings and to view upcoming CDI courses...



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02

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03

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# 05

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