



An International Training and Consulting Service
 to
Police, Law Enforcement, Security and Public Safety
Professionals



Table of Contents



Welcome to CMLS Global	3
Police Training Program (PTP)	3
English Language Training	5
Student Services	5
Our Consulting Services	6
Our Conference Planning and Management Services.....	9
CMLS Global - Clients and Projects:.....	10
About CMLS Global.....	12
Request a Proposal:.....	14

Welcome to CMLS Global

CMLS Global is an International Training and Consulting Service to Government, Police, Law Enforcement, Security and Public Safety professionals.

CMLS Global's faculty and associates combine decades of experience to bring you the highest quality police, law enforcement and public safety training programs, and related consulting services including equipment and infrastructure needs. Additionally, CMLS Global conference services are available to plan and manage your small to medium size conference.

International experience includes Trinidad and Tobago, China, Korea, Hong Kong, Singapore, Philippines, Indonesia, United Arab Emirates, Saudi Arabia, Europe, the UK, North America and Brazil.

CMLS Global is committed to work with your organization to bring you the most effective and efficient solutions to your training needs and other related services.

Please review our overview on Training, Consulting and Conference Services. For more information or to request a detailed proposal please contact us directly.

Police Training Program (PTP)

Our Police Training Programs (PTP) are based on *best practices* of Canadian and global Police leadership, management and operations and are designed specifically for international police agencies who are interested in adopting Canadian policing practices into their law enforcement agencies.

Police Training Programs (PTP) can be delivered as individual courses of one to three weeks in length or as a 9-12 week discipline based program as noted in the following table. Customized programming can also be delivered over periods *of up to 24 months* to better fit your learning needs if appropriate.

All courses and programs will be specifically developed and delivered to your individual training and operational needs with sensitivity to your organization, culture, tradition, laws and regulations. Our faculty will explore the *most appropriate fit* for Canadian and global *best practices* to your organizational, management and operational practices.

Our faculty is made up of current police leaders, senior investigators and subject matter experts in their field of practice.

The following Police Training Programs (PTP) are available for your officers and all courses and programs can be delivered in Canada or the host country and customized to meet your specific needs.

Program #	Police Training Programs	Program Courses
PTP 100	Computer and Internet Based Crime	Policing Cyberspace – Technological and Legal Challenges; Police Internet Research and Investigations; Operational Criminal Intelligence Analysis; Basic Covert Investigations Online; Understanding Online Child Exploitation; Investigating Online Sexual Exploitation; Digital and Computer Evidence; Computer Forensic Examination; Forensic Data Recovery; Encryption and Computer Security; and Network Investigations
PTP 200	Leadership Development	Leadership Practices, Skills and Techniques; Strategic Planning; Project Management; Police Management and Operations; Decision Making; Communications; Team Building; Time Management; Implementation of New Initiatives; Presentation Skills; Motivating People; Coaching Skills; Influencing Others; Introducing Community Policing; Problem Orientated Policing; and Leading and Managing Change
PTP 300	Criminal Intelligence and Threat Assessment	Introduction to Criminal Intelligence; Recording and Reporting Intelligence; Charting and Profiling; Analysis Theory and Practice; Criminal Intelligence Law, Policy and Protocols; Defining Operational and Tactical Intelligence; Target Development Methodologies; Information Technology Tools; Project Management; Tactical and Operational briefings; Research Methodology; Strategic Intelligence; and Threat Assessment
PTP 400	Major Crime Investigations	Major Case Management; Forensic Interviewing Skills; Suspect Identification; Forensic Video Analysis; Forensic Sciences; Undercover Operations and Informant Management; Homicide Investigations; Drug Investigations; Tactical Surveillance Techniques; Organized Crime Investigations; Money Laundering; Crime Scene Management; Identity Theft; Field Commander; Conflict Management; and Hostage Negotiations and Response Techniques
PTP 500	Forensic Traffic Sciences	Collision Analysis; Collision Reconstruction; Interview Techniques and Statement Analysis; Human Factors in Collision Reconstruction; Photography in Crash Investigation; Commercial Vehicle Enforcement; Standard Field Sobriety Tests; Vehicle Forensic Examination; Hit and Run Investigations; Forensic Mapping; MapScenes; Motor Cycle Collision Investigations; Pedestrian/Bicycle Collision Investigations; and laser/Doppler Radar Operations
PTP 600	Emergency Management and Incident Command	Emergency Operations Centre; Incident Command Systems; Emergency Operations and Planning Functions; Coordinated Response; Emergency Evacuations; Logistics; Evacuation Staging Centers; Table Top Exercises; Developing Action Plans; Managing Emergency Incidents; Managing Media Relations; and Internal and External Communications
PTP 700+	Other specialty discipline programs as requested	These may include Policing, Civil Defence (Fire Fighting), Correctional Facilities and other related Public Safety disciplines

NOTE: Program and Course Names may vary from what is noted in the table above.

English Language Training

CMLS Global is collaborating with the premier English Language School at one of Canada's leading educational institutions. Your officers and staff will be exposed to customized programming increasing the potential for success and achievement in higher level English Skills. For more information on this leading edge program please contact us directly. All English Language programs will be held in Vancouver, BC, Canada at the institution's English Language Centre.

English language training can be delivered independently or combined with your Police Training Programs as appropriate.

Student Services

CMLS Global will provide 24 hour services for your visiting officers and staff including housing, local transportation, cultural orientation, student and family activities, health and wellness, translation services, communications, medical coverage, religious practices and other related professional services as required.

These services will be customized to meet your specific needs and budget. For more information please do not hesitate to contact us directly.

Our Consulting Services

Facilitation Services:

CMLS Global is available to facilitate your meetings and/or workshops in a manner that will guide you effectively and efficiently to strategically achieve your desired goals and objectives.

Strategic Planning:

Does your organization have a Strategic Plan? Do all management and staff know what your Plan is? Was it developed by management in isolation or collaboratively with broad input from all stakeholders? It is important that everyone in your organization is aware of your Strategic Plan as it will help guide future managerial decisions and allow others to understand why certain decisions are being made. CMLS Global can provide training in Strategic Planning and/or facilitate the Strategic Planning and implementation process in your organization.

Leadership Development:

Some people are natural leaders while others need to work at developing and enhancing their leadership skills. Leadership can come in many forms and leaders are present at every level in all organizations. CMLS Global can provide traditional Leadership development courses as well as more emerging philosophies such as the concept of Leadership through Emotional Intelligence.

Leading Change:

Implementing change in an organization is one of the most challenging tasks a manager will ever face as staff are forced out of their comfort zone and into a new and uncomfortable environment. Change management takes time, patience, transparency and a truly collaborative environment. Implementing change requires a sound transitional plan. CMLS Global can assist in identifying the need for change, the development of your transitional plan and implementation of change in your organization.

Project Management:

Many organizations manage projects from within, however, not all have the time and capacity to do so. CMLS Global is available to provide your organization with project management services and related leadership and implementation services on project needs.

Organizational Assessments and Reviews:

We can provide assessments and reviews of your organization as a whole, or individual units, within your service. A detailed review will identify issues and concerns to be addressed and a choice of potential solutions for you to implement. Reviews are strategically focused to address not just your current needs, but are also inclusive of your future organizational requirements.

Equipment and Infrastructure:

CMLS Global has partnered with Canadian resources to provide your police related equipment needs and your training related infrastructure services such as computer class rooms and on-line learning. For more information on these services please contact us directly.

Communications:

Are your internal and external communications effective? Are they clear, concise, accurate and convey the correct message? How you communicate with management, staff and external stakeholders can support or detract from your organizational goals and effectiveness. CMLS Global can assess your communication practices and provide input, training and direction to meet your organization's specific communication needs.

**Management Practices:**

What makes a good manager? Is your team aware of their strengths and weaknesses? It is said that an organization's greatest resources are its people, but they are also the source of most of its problems. CMLS Global can provide training, development and assessment for current and new managers in your organization.

Cyber Crime:

Cyber related crime is a growth industry and a challenge to law enforcement globally. As technology changes how we communicate and defines the future in a positive way, it also creates a need for oversight and technical based investigative skills. CMLS Global and its associates can provide training on internet based investigations, e-mail tracing, data recovery and on-line investigative techniques.



Media Strategies:

Dealing with the media can be a challenge and more so when dealing with both major and sensitive incidents. Do you have a media strategy in place for such events or do you hope that it will not happen to your organization? The question is not 'if' it will happen, but rather 'when' it will happen. CMLS Global can work with your organization to develop an effective Media Plan for such incidents.

Safety and Security:

Crime, safety and terrorism are on the forefront of world news on a daily basis. CMLS Global offers a broad range of programming that addresses issues on organized crime, managing critical incidents, special event planning, and intelligence gathering and analysis, among other topics.

**Motivating People:**

Motivating people and building teams around “Winning Relationships in the Workplace” will strengthen your organization as you address future challenges. The *Winning Relationships in the Workplace™* program has proven to be a permanent and valuable resource to building long term internal and external relationships in support of your organizational goals.

Learning Organizations:

Are you providing the necessary training and development for your management and staff to support high performance in both the short and long term? A comprehensive organizational and individual training plan can assist you to become a Learning Organization that includes management and staff taking joint ownership for their ongoing development and growth.

Skill Assessment/Development:

CMLS Global can provide organizational and individual assessments that will assist your organization meet the rapidly changing demands of today's environment. Change has become common place and demands that individuals and organizations enhance their skills and core competencies to keep pace, or lose ground.

Our Conference Planning and Management Services

CMLS Global brings conference planning experience to your organization. We will work with your conference planning steering committee to bring you a complete conference planning and management service.

Our specialty is small and medium conferences and previous experience includes Police Leadership, Training and Education, and Diversity themes with up to 600+ delegates.

Previous Conference experience:

- Police Leadership Conference, Vancouver, Canada (1998, 2000, 2002, 2004)
- Diversity and Policing Conference, Vancouver, Canada (2000, 2007)
- Canadian Association of Police Educators, Vancouver, Canada (1999)
- Community Policing Conference, Abu Dhabi, UAE (2001)
- IMPACT Training Conference in association with the International Association of Chiefs of Police (2000, 2001, 2002, 2003, 2004)

For enquiries or proposals please contact us directly.



CMLS Global - Clients and Projects:

Trinidad and Tobago Police Service, Ministry of National Security, Republic of Trinidad and Tobago

- Providing contract services to the Ministry of National Security to transform the Police Academy, Trinidad and Tobago Police Service (TTPS), into the leading police training provider in the Caribbean and an equivalent to police training facilities in developed nations (2009 - 2012)
- With responsibility for all training, education and development of the organization's 6,000 plus sworn officers, holds the position of Provost, Police Academy, TTPS and sits on the Commissioners executive committee (Sept. 2009 - present)

Stl'atl'imx Tribal Police Board (STPB) / Stl'atl'imx Tribal Police Service (STPS), British Columbia, Canada

- Engaged to conduct a 5 year Strategic Planning process to address the issues raised in the previous organizational review (2007 - 2009)
- Developed a transitional plan for the STPB to shift from the organizational review into the strategic planning process (2007)

Police Services Division, Ministry of Public Safety and Solicitor General, Province of British Columbia

- Unit assessment and review of the Squamish and Tsleil-Waututh Integrated First Nations Policing Unit (2008)
- Service assessment and review of the RCMP's First Nation Policing Services in British Columbia (2008) *
- Organizational review of the Stl'atl'imx Tribal Police Service (2007) *
- Conference management services for the Provincial Committee on Diversity and Policing (2007)

Aboriginal Policing Directorate, Public Safety Canada, Canada

- Service assessment and review of the RCMP's First Nation Policing Services in British Columbia (2008) *
- Facilitation services for the Western Regional Partners Meeting on First Nation Policing Policy (2008)
- Facilitation services for the Provincial Partners Meeting on standardizing First Nation Self Administered Policing Agreements (2008)
- Organizational review of the Stl'atl'imx Tribal Police Service (2007) *

* Denotes projects that were jointly commissioned by both the Province of BC and the federal government of Canada.

Baylor Health Systems, Dallas, Texas

- Developed and delivered a training session on *Emotional Intelligence Enhancing Law Enforcement Leadership* for their Public Safety Department (2007)

Lab-Volt, Quebec, Canada and New Jersey, USA

- Provided advisory and consulting services to this technical training and education company on a multiyear police training project with the Indonesian National Police (2006 - 2008) **

** This police training project was originally developed and negotiated by the principal of CMLS Global, Steve Watt, in 2004-2006 while in his capacity as Director, Police Academy, Justice Institute of BC.

Additional International Experience includes:

- Implemented and administered a successful international police training program through the Police Academy, Justice Institute of BC, with leading edge programming being delivered either in Canada or the host country (1999-2006)
- Lectured and presented internationally in China, Singapore, Philippines, Brazil, France, the UAE and the United States (1998-2006)
- Trained over 1,000 police officers in the United Arab Emirates on Canadian police management and operational practices (2000-2005)
- Created a *one year* Commanders Course for Saudi Arabia police officers that was delivered in Vancouver to three consecutive cohorts of 20 participants each (2003-2006)
- Negotiated and administered the implementation of the British Columbia Private Security regulations, training and standards on the security industry in Abu Dhabi for the General Directorate of Abu Dhabi Police, UAE (2002 - 2004)
- Developed introductory training, orientation and information courses for visiting Chinese police officers to Canada (2001 - 2006)
- Administered and introduced the British Columbia policing policy on *Violence Against Women and Children in Relationships* to the Singapore Police and Chinese justice personnel through the delivery of several workshops in China and Singapore (1999 - 2002)

Please [contact us](#) directly for more information or to request a detailed proposal.



About CMLS Global

CMLS Global combines years of experience to bring you the highest quality training and consulting services available to government, police, law enforcement, security and public safety professionals.



Steve Watt, president of CMLS Global, has over 30 years of experience in policing, 20 of which have been dedicated to the training, development and education of police officers in Canada and abroad. Since 1999 Steve has been involved in bringing quality police training to officers in Asia, the Middle East and the Caribbean.

Steve's policing experience commenced in 1971 in Belfast, Northern Ireland, as a member of the Royal Ulster Constabulary, now the Police Service for Northern Ireland (PSNI).

In Canada he was a member of the West Vancouver Police Department for 17 years before moving in 1997 to the position of Director, Police Academy, Justice Institute of British Columbia (JIBC), a position he held for eight and a half years. As Director, he was responsible for police, law enforcement and private security training and related standards in British Columbia, Canada.

Steve's international experience includes Trinidad and Tobago, China, Korea, Hong Kong, Singapore, Philippines, Indonesia, United Arab Emirates, Saudi Arabia, Europe, Brazil and the United States.

Steve holds a Master of Business Administration degree from Simon Fraser University (1997), British Columbia, Canada.

Some of Steve's accomplishments and affiliations include:

- Currently providing contract services to the Ministry of National Security to transform the Police Academy, Trinidad and Tobago Police Service (TTPS), into the leading police training provider in the Caribbean and an equivalent to police training facilities in developed nations (2009 - 2012). With responsibility for all training, education and development of the organization's 6,000 plus sworn officers, holds the position of Provost, Police Academy, TTPS and sits on the Commissioners executive committee (Sept. 2009 - present)
- Provided consulting services on projects related to First Nation policing issues commissioned by the provincial government in British Columbia and the Canadian federal government's Aboriginal Policing Directorate, and related police agencies in the province of BC (2006-2009)
- Provided consulting and technical advice on an extensive leadership and operational training program for the Indonesia National Police (2006-2008)
- Provided conference management and planning services to the Provincial Committee on Diversity in Policing - British Columbia, Canada (2007)

- Implemented, administered and provided leadership for a highly successful international police training program at the Justice Institute of BC (1999-2006)
- Lectured and presented internationally in China, Singapore, Philippines, Brazil, France, the UAE and the United States (1998-2006)
- Trained over 1,000 police officers in the United Arab Emirates in Canadian police management and operational practices (2000-2005)
- Created a *one year* Commanders Course for Saudi Arabia police officers that was delivered in Vancouver, Canada, to three consecutive cohorts of 20 participants each (2003-2006)
- Negotiated, managed and administered the development and implementation of a private security training program and related professional standards for the General Directorate of Abu Dhabi Police, United Arab Emirates (2002-2005)
- Provided leadership and direction to the planning and success for the transition of the Greater Vancouver Transit Authority Police Service (GVTAPS) from a security force to a fully armed transit police service, Canada's first such service (2005)
- Administered and introduced the British Columbia policing policy on *Violence Against Women and Children in Relationships* to the Singapore Police and Chinese justice personnel through the delivery of several workshops in China and Singapore (1999 - 2002)
- A member of the Community Policing Conference Committee, Abu Dhabi, UAE (2000-2001)
- A former member of the British Columbia Provincial Committee on Diversity in Policing (1997-2006)
- Chaired the Police Leadership conference committee (Vancouver, Canada) creating the largest police conference of its kind in Canada, with over 500 delegates (2001-2004)
- A former member of the Canadian government's Police Sector Council, Education and Training Committee (2005-2006)
- Past chair of the Human Resources Committee of the Canadian Association of Chiefs of Police (2005-2006)
- A current member of International Association of Chiefs of Police (IACP) and past Chair of IMPACT (2001-2004), an international training association section of IACP
- A current member of the Association of Asian Police Studies (AAPS)



Steve can be contacted directly at swatt@cmlsglobal.ca.

CMLS Global associates and faculty are highly qualified to deliver a broad range of services related to police and law enforcement management practices and operations that is grounded in a wealth of Canadian and international experience. We are committed to work with your organization to bring you the most effective and efficient solutions to your leadership, management and operational needs.



Request a Proposal:

Please contact us at training@cmlsglobal.ca to request a proposal specifically designed to meet your organization's training, developmental or related service needs; OR

By phone at +1 604 988 0391

By fax at +1 604 988 0351

Visit our website at www.cmlsglobal.ca





CMLS Global
441 Evergreen Place
North Vancouver BC
V7N 2Z1
Canada

Phone: +1.604.988.0391
Fax: +1.604.988.0351
E-mail: training@cmlsglobal.ca
Website: www.cmlsglobal.ca