

# Strategic and Succession Planning for Law Enforcement Leaders



## April 14-15, 2026 | St. Paul

**Law enforcement agencies often struggle** to develop strategic plans that are essential for organizational success and resilience, in addition to succession planning necessary for continual growth. This two-day course will teach attendees the eight major steps to developing a strategic plan, the architecture and methodology necessary to support successful planning, and the mechanics of making it work within their own organizations.

This course encourages attendees to work collaboratively to develop a complete strategic plan—from defining the agency's values, mission and vision; to conducting a performance audit; to implementing an action and succession plan so agencies can prepare future leaders and ensure organizational stability.

### Training objectives include:

- Understanding the importance and impact of strategic planning.
- Explaining the eight major steps to developing a strategic plan.
- Applying the eight-step framework to design and implement a comprehensive strategic plan.
- Understanding the importance of annual work plans, and developing measurable objectives to sustain long-term strategic plans.

### INSTRUCTOR

**Jack Serier, Ed.D.**  
ret., Assistant Chief, St. Paul Police Department

Serier served in law enforcement for over 30 years, most recently as Assistant Chief of the St. Paul Police Department, where he was responsible for 750 employees and a \$130 million budget. He is the author of the 2019 Organizational Study of the Saint Paul Police Department. Serier has a master's and a doctoral degree in Leadership, Policy, and Administration.

### AUDIENCE

Current and aspiring law enforcement leaders, managers, and supervisors, as well as any law enforcement staff with special interest in leadership development.

**POST CREDITS: 14**  
**REGISTRATION: \$300**