FBI National Academy Webinar Course Catalog

Course Offerings
And
Descriptions

Federal Bureau of Investigation

FBI Academy, Quantico, VA

As of July 2, 2020

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Introduction:

The FBI Training Division's (TD) National Academy and the FBI's Office of Partner Engagement (OPE) have teamed up to bring you a variety of topics relevant to the needs of today's law enforcement agencies, from small to large. These webinars will allow you to provide current, no cost training opportunities for your department. Courses are open to all ranks, both civilian and sworn. For more information or to schedule a webinar, please contact Marian Elizabeth (Beth) Coleman (TD), mecoleman@fbi.gov or Daniel Panicoe (OPE), dcpanicoe@fbi.gov. These webinars are being provided by current FBI National Academy faculty. As we move forward, webinars will also be offered by law enforcement leaders to include Chiefs, Sheriffs, FBI Executive Management, and others as appropriate.

Technical Platform: Skype for Business

System Requirements for Skype for Business: https://www.uc.solutions/Skype_for_Business/Skype4B_Set_Up/001System_Requirements

Instructions for Skype for Business:
- You will receive an Outlook calendar invitation to the meeting.
- If you do not have Skype for Business, click on **Try Skype Web App** in the calendar invitation.
- Click **Install and join with Skype Meeting app** and click on Ok
- Once you have Skype for Business app installed, from your Outlook Calendar, hover over the event and click **Join** in the bottom right corner. Alternatively, click to open the full event details and click **Join Skype Meeting** in the middle of the ribbon banner near the top half of the page.
- This opens a new page; do not close it yet. Click **Open Skype Meetings app** in the pop up.
- Type your name in the **Enter your name** box and click **Join**.
- Adjust your settings to enable your video and audio; test the functions to disable your video and audio.
- Mute microphone for the start of the meeting.
- If you get kicked out of the meeting, go back to the page opened in Step 3 and click **Try to join the meeting again.**

How to Register: https://fbiva.fbiacademy.edu
Click on User Registration for Virtual Academy Account (see attached job aid for instructions on the process). Once you have established your FBI VA account, log in and search the course catalog for this course by the course number that begins with ILT. You will use this same account for any future sessions you wish to attend. Register for this class by clicking on the **Action** button to enroll. You will receive an email reminder with a calendar invitation from the instructor to join the webinar at least 24-hours before the start of the webinar.

BEHAVIORAL SCIENCE

ILT-12408: How COVID-19 has impacted the Investigation of Violent Crime (1 hour)

Instructor: Steven R. Conlon

This interactive webinar will examine strategies that law enforcement agencies have learned from specific case examples as well as what we continue to learn about handling violent crime investigations during the COVID-19. The incorporation of new or modified policies, guidelines and directives will also be examined so we can learn from others through the exchanging of our experiences.

Officer Safety Awareness Training Series Topics (1 hour)

Instructor: Steven R. Conlon

ILT-12604: Officer Perception Module #1 -- "Perception" is one of five (5) that are designed to provide police officers with awareness on keeping themselves safe while performing their duties. This module will examine how situations are assessed then responded to by officers based upon their "perception" of the circumstances. We will discuss how we arrive at some of our perceptions and what influences them.

ILT-12605: Training & Foot Pursuits Module #2 -- "Training & Foot Pursuits" is one of five (5) that are designed to provide police officers with awareness on keeping themselves safe while performing their duties. Module #2 will discuss officer training and the significance this has in maintaining the safety of our officers. A discussion of safety measures to consider before engaging in a foot pursuit as well as staying safe during one will be reviewed. How do we train for these as well as establishing policy to help guide officers before being involved in one will be examined?

ILT-12608: Arrest Situations Module #3 -- "Arrest Situations" is one of five (5) that are designed to provide police officers with awareness on keeping themselves safe while performing their duties. This module will focus upon situations where the officer is going to take someone into custody and things to consider that will maximize safety for everyone involved.

ILT-12607: Ambush & Unprovoked Attack Module #4 – "Ambush & Unprovoked Attack" s one of five (5) that are designed to provide police officers with awareness on keeping themselves safe while performing their duties. This module will examine past incidents of cases where officers have been killed and assaulted in a manner considered to be an "ambush" or "unprovoked attack". You will hear from convicted offenders as they talk about these types of assaults upon police as well as how some surviving officers remember their close encounter with death.

ILT-12609: Will Survive Module #5 -- "The Will to Live" is one of five (5) that are designed to provide police officers with awareness on keeping themselves safe while performing their duties. This module will discuss the mindset of the officer both during and after the event that insured survival. You will hear officers discuss the necessary attitude and determination necessary to remain alive.

ILT-12610: Officer Down "Surviving"

Instructor Steven R. Conlon

This webinar will examine the life changing event of one officer who was shot twice in the head while attempting to make an arrest. Although the injuries were not fatal, the gun fire left him blind. His story is incredible, and he will explain the events of that day and the aftermath he experienced as he traveled on his new journey of survival. His positive attitude and will to survive have provided him with a story that others need to hear.

ILT-12616: Jumpers: An Ongoing Study (2 hours)

Instructor: Vince Dalfonzo

This course looks at a broad range of statistical information surrounding a potential "Jumper" and uses information provided to the FBI by law enforcement negotiation teams who participate in the Hostage Barricade Database System (HOBAS). The presentation specifically analyzes data regarding subjects who have threaten to jump and are in communication with law enforcement.

The course also provides operational considerations when dealing with a jumper and shares some of the "best practices" used throughout the United States in this type of incident.

COMMUNICATION

Law Enforcement Image & Media Relations

ILT-12409: Controlling the Narrative (1 hour)

Instructor: Stephen D. Jones

What separates solid law enforcement administrators from true law enforcement leaders? It is often the effectiveness of their communications. This one-hour training for law enforcement leaders explores the clear choice between merely offering the public information about an incident and purpose-driven messaging designed to make people think, feel, and act to support the law enforcement mission. Topics covered will include:

- The top five questions to ask yourself before briefing the media
- Why cops need to consider the emotions of the public
- How to stick to your message plan when reporters try to take you down rabbit trails
- The Message Targets: a model for what to say in any situation

There is no pre-reading, or other preparation. Just tune in and be prepared to type or make audio comments to add to the discussion.

ILT-12410: The Message Bases Strategy & Interview Prep (1 hour)

Instructors: Gail Pennybacker & Ken White

Saying "No Comment" has been a go to response for law enforcement in the past, but those two little words are damaging when it comes to trust building. In just 60 minutes, you will learn this effective messaging strategy and have the confidence to orient to any communication opportunity. Topics covered will include:

- Understand why "No Comment" puts you in negative, not neutral territory.
- Evaluate the emotional impact of a public safety event and why that is important to consider in messaging effectively.
- Remember and analyze how to apply the Message Bases Strategy in all venues, (public meetings, media interviews, social media, partner meetings).

There is no pre-reading, or other preparation. Just tune in and be prepared to type or make audio comments to add to the discussion.

ILT-12411: Interview Preparation (1 hour)

Instructor: Stephen D. Jones

Public speaking spawns great fear in otherwise courageous adults. What is even worse: the prospect of being interviewed by a reporter on camera. This one-hour training for law enforcement leaders reveals the techniques and tactics that will help you stay on your prepared messages regardless of the questions asked of you. Topics covered will include:

- Bridging from off-topic questions to your key talking points
- Creating strong sound bites
- Preparation beats natural talents

There is no pre-reading, or other preparation. Just tune in and be prepared to type or make audio comments to add to the discussion.

ILT-12412: Press Conference Preparation (1 hour)

Instructor: Stephen D. Jones

We have all seen press conferences that instill confidence and show that law enforcement leaders are in control. We have also seen some not-so-flattering briefings that make us feel embarrassed for the sheriffs or chiefs who are clearly ill prepared to step in front of the cameras. This one-hour training is a mix of the leadership perspective of creating control out of press chaos as well as practical guidance for the PIO. Topics covered will include:

- How to reduce distractions in a press conference
- Capturing professional looking/sounding live video for your social media accounts
- Setting up a room for an indoor presser
- Where to hold an outdoor briefing
- Limiting questions to maximize effectiveness

There is no pre-reading or other preparation. Just tune in and be prepared to type or make audible comments to add to the discussion.

ILT-12613: Meet the Press: An Interactive Discussion with a Reporter on Police and Media Relations (1 hour)

Instructor: Stephen D. Jones

What do reporters need when breaking news happens involving your agency? How do you 'stay on message' with your public while still being responsive to your local news outlets? How do you attract media to your proactive, positive events? What kind of approvals do news stories need to obtain before being published? Are reporters biased against police? Are we biased against reporters?

Come equipped with your own questions during this freeform discussion with a reporter. There will be five different reporters or former reporters on the different dates for this webinar, so log in to one or all five.

An open mind is the only prerequisite for joining this class. Be ready to unmute your Skype mic and ask your questions.

ILT-12XXX: Discussion with Chief Edward Flynn (1 hour)

Instructor: Stephen D. Jones

What do you say to the cameras after two 10-year-old children were shot in your city inside of one week? Chief Flynn has seen it all as a top police executive with more than three decades in leadership, most recently in Milwaukee, Wisconsin. He has a well-tuned sense of communicating the important things, and the broad field of experience to talk about successes and failures in myriad circumstances.

Join this freeform discussion with one of the most effective police communicators in the field. Bring your own questions to ask, or just listen to the discussion, which will be moderated by National Academy Instructor Stephen D. Jones.

Communications Workshop Topics (1 hour)

Instructors: Gail Pennybacker & Ken White

ILT-12413: Best Practices in Social Media for LE: Social media is an integral part of the communication connection between your agency and the public but, doing it a lot does not mean it is connected to mission efficacy. Learn the best practices in daily operations and in crisis using your social media platforms.

ILT-12414: Case Study Mosque Shootings: The New Zealand Police were faced with an unprecedented challenge when a man shot dozens of people in two mosques, killing 51. Moments after shots fired, the communication team with the New Zealand Police went into action with an incredible and unwavering focus on their specific mission. You will get the details from the NZP public information director on their response, the takeaways of what they learned during a crisis and how you can apply it to your crisis ops plan.

ILT-12415: Case Study London Bridge Attack: An ISIS inspired attacker stabbed five people on the London Bridge, killing two. Citizens helped police apprehend the suspects. As one of the most iconic symbols of the UK was shut down for the investigation, the Metropolitan Police immediately used their official Twitter feed to begin driving the narrative about this event. In this case study, you will see how the Met focused on effective messaging to direct the public and media in ways that benefit public safety during a crisis.

ILT-12416: Crisis Communications (2 hours)

Instructor: Vince Dalfonzo

These specialized courses are designed to empower the First Responder, who may be confronted with a person who has demonstrated hostile, non-compliant and crisis driven behavior. These courses will focus on providing Agents, Officers and Call-Takers with the ability to assess the incident, develop de-escalation strategies and utilize proven communications techniques to de-escalate the unwanted behavior. This course is taught at the FBI Academy and is consistent with the National Crisis Negotiation Associations guidelines.

- De-escalation Techniques for First Responders
- Active Listening Skills for First Responders

ILT-12417: Perception - Intent versus Impact (1 hours)

Instructor: Kirk Melquist

Have you ever considered the power of your words and actions on others? Wonder why some people seem to have a natural ability to connect with others? Interestingly, this ability begins with your understanding of how perception works and your role in that process. Your ability to master the relationship between perception, intent, and impact is critical to your successes in life, both personally and professionally. In this one-hour interactive overview we will:

- Examine the perception cycle and why it matters to us
- Reflect on the relationship between message intent and impact in different communication mediums
- Develop strategies to enhance your communication skills as both message sender and receiver

The Art of Conversation (1 hour)

Instructor: Kirk Melquist

This webinar is for anyone interested in learning about the role of conversation in interpersonal communication and how to maximize the power of psychology and emotional regulation to increase your chances for success. Ever consider the power of conversation? Wonder why some people seem to have a natural ability to connect with others? Interestingly, this ability begins with your understanding of what constitutes a great conversation and your role in that process. Your ability to relate to others both verbally and nonverbally – the everyday conversation -- is critical to your successes in life, both personally and professionally. In this one-hour interactive overview we will:
- Examine your role as both sender and receiver during difficult conversations
- Reflect on the relationship between emotion and emotional intelligence and their impact on different communication mediums
- Develop strategies to enhance your communication skills in both personal and professional situations.

The Art of Persuasion (1 hour)

Instructor: Kirk Melquist

This webinar is for anyone interested in learning about the role of persuasion in interpersonal communication and how to maximize their ability to influence others in order to increase your chances for success. Ever consider the power of your words and actions on others? Wonder why some people seem to have a natural ability to influence and motivate others? Interestingly enough, this ability begins with your understanding of how persuasion works and your role in that process. Your ability to master the art of persuasion is critical to your successes in life, both personally and professionally.
In this one-hour interactive overview we will:

- Examine the persuasion cycle and why it matters to us
- Reflect on the psychological "keys" essential to persuasion as both sender and receiver
- Develop strategies to enhance your persuasive skills in different communication mediums

ILT-12418: Public Speaking Refreshers Series

Instructor: Cynthia Lewis

Do you get nervous when you must give a presentation? Do you dread all eyes being on you? Or, maybe you do not mind public speaking but want to enhance the skills you already have. This 1-hour course is designed to help you become a more articulate, confident, and persuasive communicator. Topics we will cover include:

- planning and organizing your presentation
- using audiovisual aids effectively
- increasing your confidence

ILT-12614: Common Thinking Traps and Active, Constructive Responding (1 hour)

Instructor: E. Paul Bertrand

We will explore common thinking traps that lead to conflict and poor outcomes in communication, and we will take an in depth look at active constructive responding, the only truly positive way to respond when someone opens up and shares with us.

Writing Refreshers Series

Instructor: Cynthia Lewis

ILT-12419: Punctuation – Do you find yourself sprinkling commas in sentences because you cannot remember where or when to use them? Are you unsure when to use quotation marks, apostrophes, semicolons, or colons? This refresher gives you an opportunity to sharpen your skills regarding often forgotten or confusing punctuation rules. (1 hour)

ILT-12420: Proofreading and Editing – Do you want to feel more confident about the documents you produce? Do you miss errors in your writing? This course offers tips on polishing your final documents to eliminate embarrassing mistakes. (1 hour)

ILT-12421: Tips on Resume Writing - How long should your resume be? What makes a resume stand out? How far back should you go in your job experience? This course provides tips on improving an existing resume or creating one from scratch. (1 hour)

ILT-12419: Writing Refreshers – Prewriting Questions, Bottom Lines, & Writer's Block – Doing a little thinking before you write can make your writing easier. This refresher will cover four questions you need to answer to help you tailor your document to your reader's needs. Those answers should lead you to your bottom line. Additionally, we will discuss several techniques to help you overcome writer's block. (1 hour)

LEADERSHIP

ILT-12422: DISC - Understanding your Leadership Style & Behavioral Preferences (1-2 hours)

Instructor: Cory McGookin

DISC is an assessment that helps you to better determine your leadership style and preferred behaviors that "show up" as a result. DISC is great for your self-awareness, but also for helping the members of your team reframe the way they see and act upon those differences. D's, I's, S's, and C's are quite different. They think differently, they communicate differently, they behave differently, and they can sometimes experience conflict.

When you understand that these conflicts may be nothing more than the natural result of the differences in your styles, you can begin to describe and approach situations with a new frame of reference. Your boss is not a *jerk*. She is just being a D. Her behavior is easier to understand and navigate if you approach it through the lens of the DISC.

ILT-12423: DISC & Emotional Intelligence - Making the Connection (1 hour)

Instructors: Marian (Beth) Coleman and Cory McGookin

DISC is an assessment the helps you better determine leadership style and preferred behaviors. Emotional intelligence helps you better navigate to adjust your DISC preferred behaviors to the situation or context, use DISC in analyzing how to approach different individuals and groups, and adapt your emotional state to the behaviors of others. Making connections between the two will make you a better peer, leader, and communicator.

ILT-12424: Organizational Culture & Change (1 hour)

Instructor: Matt Rebuck

This course is for supervisors from the front-line all the way to the head of the organization.

- We will define organizational culture in a concrete and measurable way using Dr. Edgar Schein's model providing supervisors with a mechanism to intentionally assess their organizational culture and identify potential concerns.
- We will examine how to effectively change the concerns identified by using Dr. John Kotter's Eight Phases of Organizational Change and William Bridges Transitional Theory.
- We will close with a quick look at Rogers Diffusion of Innovation Theory showing supervisors where to focus their efforts during organizational change

ILT-12425: Emotional Intelligence - What is It? Why Should I Care? (1 hour)

Instructor: Beth Coleman

Ever wonder if there is a better way to do things? Wonder why some people seem to have a natural ability to inspire or influence others? There is a way we can all tap into our talents and abilities to inspire and influence other. It is called emotional intelligence & is a big predictor of successes in life, both personally and professionally.   In this one-hour interactive overview we will examine the real-life, practical meaning of emotional intelligence and why it matters to us. We will learn some new ways to look at our strengths and areas for improvement, either at work or at home. We will reflect on how we can all use emotional intelligence for continuous improvement & to inspire those around us.

Emotional Intelligence Workshops (1/2 to 1 hour each)

Instructor: Beth Coleman

ILT-12426: Self-Awareness/Self-Perception/Self-Management: How to Connect (1 hour)

The ability to recognize and accurately label/identify an emotion as it "happens" is the key to your emotional intelligence. Developing self-awareness requires tuning in to your true feelings. If you evaluate your emotions, you can manage them. The major elements of self-awareness are:

- Emotional awareness. Your ability to recognize your own emotions and their effects.
- Self-confidence. Sureness about your self-worth and capabilities.

Join us to learn some tips and tricks for improving your self-awareness. Plan to leave with some tools you can use to work on this area of your emotional intelligence.

ILT-12427: How Emotions Impact Decision-Making (1 hour)

ILT-12429: Courage and Vulnerability is the Key to Connection (1 hour)

Based on the research of Brene Brown, this webinar will focus on the impact and importance of vulnerability as it relates to courage. We will explore how can you use vulnerability and courage to build trust, both as a leader and as a family member, friend, or peer. Yes, you can do this without being taken advantage of or looked at as weak.

ILT-12430: Transforming Organizations One Person at a Time

ILT-12617: Leading by Feel: The 9 Strategies of Emotionally Intelligent Leadership

Instructor: Beth Coleman

This practical strategy-based webinar is based on the work of Cary Cherniss and Cornelia Roche who worked with 25 leaders to analyze how they used their emotional intelligence to deal with challenges, build trusting relationships and improve performance. Join us to learn the 9 Strategies that they identified work for leaders of any kind of organization.

ILT-12431: Leading Organizational Change (1 hour)

Instructor: Ken Kilbride

During this one-hour discussion you will be exposed to the how and whys of the SWOT analysis of your team. You will be better equipped to Identify Strengths, Weaknesses, Threats and Opportunities on your team. You will be introduced to the William Bridge's Transition Model & how to use this theory in
effectively leading change in your organization. The result will be a deeper understanding of the importance of leading and managing change.

ILT-12486: Leading the Organization, Community and Elective Officials (1 hour)

Instructor: Ken Kilbride

During this block of instruction, we will identify the many complexities facing Law Enforcement Officials during these ever-changing times. Exacerbating the issues each has its own complexities which if not managed correctly can be counterproductive to the organization. Unfortunately, there is no one best answer or strategy to this problem but identifying the complexities will help you lead a path forward.

ILT-12615: Serving in the 21st Century (1 hour)

Instructor: Matt Rebuck/Guest Instructor M. Quentin Williams

This course is designed to explore and exchange differing perspectives on police-community relations. Students will synthesize diverse perspectives on public safety, specifically dynamics and strategies to create and maintain strong and trusting police community relations. The course provides exposure to concepts related to the understanding of self and others, leadership within a law enforcement organization, and building and maintaining key relationships within a community.

ILT-12602: Adaptive Leadership Approaches for These Changing Times (1 hour)

Instructor: Demetrio Avelino

The webinar will explore the various ideas used by an adaptive leader to instill change in an organization. Based on the work from Heifetz, R.A. & Laurie, D.L. (2001). The work of leadership.

The Art of Conversation (1 hour)

Instructor: Kirk Melquist

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WELLNESS

ILT-12432: Leading At-Risk Employees (1 hour)

Instructor: Heidi Marshall

Are you or someone you know battling with substance use or having difficulty dealing with the demands and pressures of the job? Would you know what to look for? Would you say something and try to get them help? During this block, we will explore the issue of substance use within the law enforcement community, situations that could cause an employee to become "at-risk," the identification of signs of substance abuse, and available resources to help employees. (1 – 1 ½ hours)

ILT-12390: Crisis Awareness (1 hour)

Instructor: Heidi Marshall

Have you or someone you know been involved in an overwhelming situation? Would you know what signs to look for to recommend help for a co-worker? In this class we will discuss the physical, emotional, and behavioral signs of crisis, various types of crisis, and positive coping mechanisms and resources available to alleviate the symptoms of crisis.

ILT-12433: Happiness, Life Satisfaction, and What It Means to Flourish (1 hour)

Instructor: Paul Bertrand

This webinar will introduce and expand on Martin Seligman's 5 aspects of well-being, positive emotion, engagement, meaning, achievement, and positive relationships. Included will be discussions about the fact that most people chase only positive emotion, while neglecting the other four. I will offer suggestions for activities to practice building all five and incorporating them into our lives.

ILT-12434: Mindfulness as a Stress Reduction Strategy for Law Enforcement Officers (1 hour)

Instructor: Scot Huntsberry

Law enforcement officers experience higher rates of mental health disorders such as depression, PTSD, and substance abuse in addition to physical health problems like insomnia, heart disease and diabetes. Unfortunately, many officers do not seek help in coping with problems related to work stress. This workshop suggests mindfulness training can help law enforcement officers lower work stress and provides an overview of how participants can begin their own mindfulness practice. Attendees will have the opportunity to participate in a Guided Meditation session. During this one-hour interactive session, participants will:

- Examine the factors contributing to increased levels of chronic stress within the law enforcement community.
- Review the science supporting the physiological benefits of a mindfulness practice.
- Learn a five-step approach to begin and maintain a personal mindfulness practice.
- Participate in a guided meditation session.

ILT-12435: Stress Management (1 hour)

Instructor: Heidi Marshall

You have no doubt experienced stress in your own life, whether personal or professional. In this class we will discuss what creates stress in our lives, what impedes our work/life balance, and solutions to alleviating these impediments.

ILT-12436: Suicide Prevention (1.5 hours)

Instructor: Heidi Marshall

Unfortunately, many people feel so overwhelmed with the stress and trauma they have endured that they feel the only option is suicide. This crisis among military and law enforcement personnel has created a pressing need to discuss the risk factors, warning signs, preventative measures, and protective factors of suicide that often go ignored until it is too late.

ILT-12627: Psychological Capital (1 hour)

Instructor: Don Bostic

This one-hour session will present the importance of developing the four components of psychological capital (Hope, Efficacy, Resilience and Optimism) in yourself and in your employees. Enhancing psychological capital will assist officers in responding to adversity and crisis in a healthy and productive way.

Essentials for Optimizing Wellness – Principles of Recovery (1 hour)

Instructor: John VanVorst

Recovery is more than simply the period of time between workouts (or stressful events); it's an active process to restore and regenerate both physiological and psychological traits to a state of readiness. Recovery has also become big business with an explosion of products and services promising a recovery edge. This webinar will provide an overview of the recovery process and evaluate the evidence-based methods proven to optimize your recovery efforts.

Desk Yoga (1/2 hour)

Instructor: Scot Huntsberry

Desk Yoga targets problems many people experience while sitting and working at a desk all day. Most of its postures can be done seated at your desk and aim to alleviate:

- poor posture
- neck tightness
- sore backs
- tight hips

Sensitive to the limitations of business attire, Desk Yoga is not as vigorous as a traditional yoga class and is appropriate for use in professional environments. This 30 minute practice includes a brief meditation and is designed to make getting through the workday less stressful on both your body and your mind.

SECURITY

ILT-12603: Counterterrorism Awareness (1 hour)

Instructor: Glen Bartolomei

Description: This webinar provides a broad overview of counterterrorism and addresses common issues we face in today's society.

The goal is to help attendees increase appreciation of the complex nature of counterterrorism and develop ideas of how to better address it.

ILT-12611: An Overview of the Cyber Threat for Law Enforcement Leaders (1 hour)

Instructor: Henry S Huntsberry

Course Description: The global Cyber security threat is a strategic threat to the United States and impacts all of its citizens, the U.S. economy, the U.S. private sector and local, state and federal government entities. The goal of this one-hour presentation is to:
- Provide law enforcement leaders a high-level an overview of the cyber threat landscape
- Identify the cyber security threats and cyber trends and identify their impact on society
- Discuss the current cyber security challenges to law enforcement in executive and personnel development
- Encourage law enforcement to review existing strategies to mitigate and manage the cyber threat in their respective law enforcement agencies