**CONFERENCE SPEECH**

**FOR**

**JOHN HORSMAN**

Hello everyone. It is an honor to be sworn in tonight as president of FBI-LEEDA. Since we’re at this conference, I want to be clear about something- this moment is more of an acknowledgement for those that have taught, guided, and supported me along the way, and it’s with their spirit, insight, and determination as leaders, teachers, and comrades, that I accept this distinction. Alfred, Lord Tennyson reminded us, “I am part of all that I have met.” I am so proud to be a part of this group and I cannot imagine a better chance to express my appreciation for the people that have influenced my life, my career, and my commitment to our profession and to leadership.

I’m eager to hear the humor and wisdom of our terrific speakers and teachers during this conference, so I will keep my comments brief.... let’s not forget that it’s been said that “brevity is the soul of wit...” ... well.... I have to do **SOMETHING** to be as interesting as our teachers!! (**Wait for the laugh**). Also, in keeping with my “get it done” reputation, here we go!! This organization is all about partnership, leadership, and working together to make our individual and collective law enforcement agencies as effective, cooperative, and reliable as possible... in any and **every** situation. Thanks to our executive director, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, our stellar board of directors, who provide great guidance and terrific feedback, (**Name them if possible**) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, and our insightful, motivating, knowledgeable instructors (**Do you want to name any? If so**) like \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ ... and speaking of...you know, I’ve heard that Mark Twain said that people that get up in front of crowds.... or classrooms, to speak are either nervous as heck or they’re liars... let me just say, I doubt any are liars, and if they’re nervous.... remind me **NOT** to play poker with any of them!! Because they are **COOL** an they are **GOOOOD**!!! (**Wait for the laugh**). I’m proud to say our organization outreach and impact on law enforcement communities throughout the United States are in the process of great transformation. I look forward to even more positive growth in the coming years. There’s another person, without whom I would not be able to do what I do. I want to thank my wife Cindy, who provides so much more than moral support. For the past forty-four years, Cindy is the one that has been there when I’ve come home battered, bumped and bruised... (**Do you want to add**) ... and while we’re at it... her contribution has been **WAY MORE** than just Bayer, Bactine, and a Bromo Seltzer!!! (**And wait for the laugh**).

FBI-LEEDA is an organization with tremendous potential and impact, and I say that with respect and from experience. I will never forget my introduction to this group. It was 2012 and as a result of a Google search, I found a conference was about to take place in Augusta, Maine. I went with an open mind.... after all... I approached with a clean slate. I will never forget what that was like for me. After listening to people like Dean Crisp, the author of “Leadership Lessons From the Thin Blue Line,” Tim Plotts, and Keith Bushy, two more outstanding, experienced, knowledgeable law enforcement professionals... I have to say, my life was **changed**. Instructors and speakers like these fine men give us unparalleled insight into their dedication and process in discovering and owning their innate understanding of what it takes to be a leader while searching ... with us, for the best routes to effective ownership of the responsibilities we accept. General Norman Schwarzkopf said, “Leadership is a potent combination of strategy and character, but if you must be without one, be without the strategy.” Thanks to my involvement with FBI-LEEDA, I’ve learned that through the demonstration of character and the presence of empathy, strategy remains close....

It’s gratifying to see so many of you here, taking part in these activities. Now more than ever, it’s critical that we that we must practice strong leadership for **EVERYONE** we serve. As distinguished members of the law enforcement community, it is our mandate to lead and to be a part of the **solution**. FBI-LEEDA provides opportunities, training and education to support all of us in getting vital tools.... to be used not only in our professional capacities, but also in our personal lives. The more we understand who we are and the importance of our purpose and impact, the more we will be ready to serve **AUTHENTICALLY**. And while we are **ALL** leaders... let’s face it... you’re here... you’ve already self-identified... it’s vital to remember in every situation that although we lead, we do it with strength and purpose.... I recently heard someone describe what it’s like working for a very powerful man... someone who is at the top of his field, and she simply said, “He’s a giant that **doesn’t** make you feel **small**.” I think that’s something for all of us to keep in mind as we work with people in every aspect of our careers and lives.

So now we go on to the next chapters that will face us. Thanks to FBI-LEEDA, we all have more knowledge, insight, and support to guide us through, and as we support the organization and its members, all of us grow stronger. In closing, I would like to share some wisdom from the FBI-LEEDA legal advisor and counselor, Eric Daigle. “Help those who need your help. Protect those who need protection, and most importantly, keep yourself and others **SAFE**. Thank you all!!