

# Succession Planning for the 21st Century

Building Future Leaders Amongst  
Next Generation Employees

## Featuring:

*Paul Butler*

&

*The Hermosa Beach Police  
Department*



### WHO SHOULD ATTEND?

- Police
- Fire
- EMS
- Command Staff & Emerging Leaders

### REGISTRATION

Contact Kath Giblin or Lori Lawrence  
(513) 922-0060  
kgiblin@delhi.oh.us  
llawrence@delhi.oh.us



### WEDNESDAY

*May 20, 2026  
8:00am- 5:00pm  
Cost: \$150*

**Lunch will be provided!**

### LOCATION

Delhi Township Event  
Center 5031 Delhi Road  
Cincinnati, OH 45238

**Class has been submitted  
for 8 hours of CPT!!!!**

# PAUL BUTLER PRESENTATIONS



Paul Butler is an internationally renowned speaker who has trained and entertained audiences in Europe, Africa, South America, and all across North America. He holds a Bachelor's Degree in Communication with a concentration in Culture and Communication, as well as an Associate's Degree in Criminal Justice. He excels in the areas of motivation, leadership, customer service, and attitude empowerment. During his 27 years of law enforcement, he has been a public servant, training officer, sergeant, crisis negotiator, chief of police, and chief deputy. These opportunities have given him a unique perspective on a vast array of situations and circumstances that many people find themselves in every day. These experiences have helped him to develop the answers to questions and cures to problems most people are facing at work and in life on a continual basis.

Paul became the chief of police of the Aynor Police Department at 22 years of age, making him the youngest police chief in the history of South Carolina. Born and raised on a small farm, his parents served as examples of hard work, common sense, personal responsibility, and respect for self and others. This has played heavily in his success in life and within each organization in which he has served.

He believes the power of a positive attitude can take you to the top or help you simply find happiness and pride in the current role you fill. A healthy attitude is often the key to both personal and professional success – this has certainly been the key to Paul's success. As Chief Deputy of the Horry County Sheriff's Office, he was selected to attend the FBI National Academy in Quantico, Virginia in 2005 for the 220th Session. This 10-week, executive level course was host to 250 attendees from all 50 states and 29 countries around the world. Paul was selected by his class to be their graduation day speaker alongside then-FBI Director Robert Mueller. He now serves as the official Master of Ceremonies for the FBI National Academy Associates and the FBI Law Enforcement Executive Development Association during their annual training conferences. To increase his outreach, Paul Butler Presentations was formed, and he has been traveling the globe speaking, instructing, and entertaining for all types of groups, organizations, and events. He is consistently one of the highest-rated presenters on the market today and comes with strong references and a list of past and future exciting events.



Succession planning was once a long-term process, carefully implemented over many years. Since 2020, however, police departments have experienced a noticeable decline in tenure, creating an abundance of immediate leadership opportunities. A new generation of employees is now poised to step into leadership roles earlier in their careers than ever before. In many agencies, a significant portion of the workforce has been hired since 2020, and more than 80 percent of supervisors have held their positions for less than five years.

This workshop will share the proven success of the department's succession planning model, known as CSI, which focuses on three key elements: Culture, Succession, and Investment. Presenters will provide specific examples of successful outcomes, including a 100 percent retention rate and accelerated leadership development at every level of the organization.

The course is instructed by members of the command staff and the Community Services Supervisor from the Hermosa Beach Police Department in California. Their collective experience offers practical insight into leadership development, organizational culture, and succession planning within a modern public safety environment. While the program is rooted in law enforcement leadership, the concepts discussed are highly applicable across the broader public safety profession. The discussion is intentionally structured to be cross-disciplinary in nature, offering valuable perspectives for police, fire, EMS, and other public safety leaders who are navigating many of the same workforce challenges, leadership transitions, and organizational development needs within their respective agencies.