

# 41st Annual InterCourt Conference



Session 2F:  
Rookies, Veterans,  
and GOATs: Leading  
Multi—Generation  
Teams

March 13, 2025  
1:15 p.m.—2:45 p.m.

Hilton Columbus at  
Easton Town Center  
Columbus, OH

## FACULTY BIOGRAPHY

**MICHAEL WARREN** is a 23-year veteran of the Novi Police Department in the Detroit Metropolitan area. During his time with his agency, he has served as a patrol officer, FTO, detective, DEA Task Force Officer, patrol sergeant, and Training and Standards Sergeant and oversaw the agency's use of force training program.

In addition to use of force instruction, Michael has developed and taught several courses geared to promote community relations and public support for law enforcement operations. He also taught Concealed Pistol License classes for the agency.

A big believer in life-long learning, Michael has earned a Master of Business Administration and a Master of Science in Criminal Justice. In addition, he is a graduate of the Michigan State University School of Police Staff and Command. Michael was certified as a Force Science Analyst and has continued his studies in this realm.

Michael has studied extensively the effects of stress on human decision-making. With this knowledge, he focused on constant improvement of training programs at the agency and in his teaching roles to provide the most effective use of training time and dollars.

Michael is a member of the International Law Enforcement Educators and Trainers Association (ILEETA) and International Association of Law Enforcement Firearms Instructors (IALEFI). Michael lives with his wife and four children in Michigan.

# **Rookies, Veterans, and GOATs: Leading Multi-generation Teams**

**Michael Warren**  
*Instructor*  
*Command Presence*



# Rookies, Veterans, and GOATs

## Leading Multi-Generation Teams

### Who's in the Huddle?

Scouting Report on \_\_\_\_\_

#### Key Characteristics

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

#### Communication Styles

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_



#### Motivators and Work Preferences

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

#### Managing and Leading

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

#### Conflict Resolution

\_\_\_\_\_

Scouting Report on \_\_\_\_\_

#### Key Characteristics

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

#### Communication Styles

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_



#### Motivators and Work Preferences

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

#### Managing and Leading

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

#### Conflict Resolution

\_\_\_\_\_

# Who's in the Huddle?

Scouting Report on \_\_\_\_\_

## Key Characteristics

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

## Communication Styles

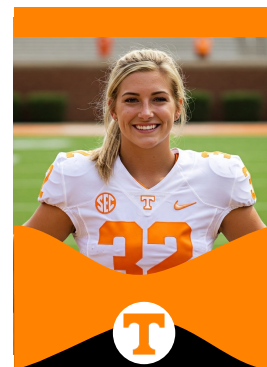
1. \_\_\_\_\_
2. \_\_\_\_\_

## Motivators and Work Preferences

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## Managing and Leading

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_



## Conflict Resolution

1. \_\_\_\_\_
2. \_\_\_\_\_

Scouting Report on \_\_\_\_\_

## Key Characteristics

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

## Communication Styles

1. \_\_\_\_\_
2. \_\_\_\_\_



## Motivators and Work Preferences

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## Managing and Leading

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## Conflict Resolution

1. \_\_\_\_\_
2. \_\_\_\_\_

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