

Today's Agenda

- Tips for career survival – professional, personal, and emotional
- Goal Setting for success
- Mentoring – the importance of having one and being one
- Leadership – every employee is a leader
- Preparing for retirement – life after a long career.



Karen Ashley

- Chief Ashley grew up in upstate New York and attended SUNY Cortland before transferring to Arizona State University where she majored in education.
- Ashley graduated with a bachelor's degree from ASU and also holds a master's degree in educational leadership from Northern Arizona University. She is a graduate of the Rocky Mountain Leadership Program and the FBI National Academy.
- Served with the Flagstaff, Phoenix, and Peoria Police Departments. Promoted through the ranks at the Peoria Police Department to second in command as a Deputy Police Chief. She retired from Peoria PD in 2007 and accepted a position at the Arizona Department of Homeland Security under Governor Janet Napolitano. She left that agency as their Deputy Director to work in the Investigations Division at the Maricopa County Attorney's Office. Ashley served 11 years at MCAO, 8 of those as the agency's Chief of Investigations.
- The majority of her law enforcement career she was involved with CALEA and accreditation programs. Chief Ashley helped to draft the Arizona Law Enforcement Accreditation Program before she retired from 34 years in full-time public safety and moved to Charlotte to be closer to family.
- Ashley began her current career with NCDNJ in August of 2022 as the North Carolina Law Enforcement Accreditation (NCLEA) Program Manager.





March is Women's History Month

- In 1987 Congress dedicated the month of March as Women's History Month.
- Women have made major contributions to our history, and March is a time we can celebrate and reflect on the contributions to our nation's culture and society.
- Think about some of the women leaders you learned about in school, and those you work side by side with every day.
- Let's dedicate this day of connection and learning to all of them!



THE POINT OF
REACHING THE TOP



IS TO HELP OTHERS
GET THERE TOO

Diversity, Equity, and Inclusion In Action

- I challenge the leaders here today to be an ally to women in the workplace, to support and advocate for gender equality and creating an inclusive and respectful workplace culture. How?
 - Take the time to educate yourself on issues related to gender equality in the workplace.
 - Listen and learn from women. Listen to their experiences and perspectives and learn from their insight and feedback.
 - Speak up against bias. Take action to address it.
 - Support women's career development. Be an advocate by providing mentoring, coaching, and networking opportunities. This helps women develop their skills and advance their careers.
 - Create an inclusive workplace culture.
 - Be aware of your own biases – recognize and address them.

Leaders have a responsibility to create opportunities for others



There will be people in your career that will do that for you. Open doors, open your eyes, helping you to be better.



Honor those people and pay it forward by helping others to learn and to grow.



Good leaders help create good leaders through opportunity and coaching.

My career path

- No two career paths are the same.
- My career path looks more like an EKG than a straight shot to the top.
- Law enforcement accreditation played a huge part in where I am today – and I did not CHOOSE that assignment.
- All the stumbles I made and hurdles I climbed made me a better leader and a better human.



YOU NEED TO PARTICIPATE!

- Make the most of today.
- Take notes – make new contacts.
- Network.
- Grow community.
- Today is also about making new contacts, new friendships.
- Where will you go from here?
It's up to all of you...

