

James (Jim) Willis

M.Sc, CMAS, CHS-I

Jim Willis, President of InDev Specialists and its security division InDev Tactical, has more than 40 years' experience in electric co-ops, power systems, international development, and security. He is an electrical engineer and a security/anti-terrorism expert skilled in counterterrorism, training, and security operations.



After a tour of duty in the Navy in the waning days of the Vietnam Conflict, Jim began a utility focused career that has taken him from second-generation co-op lineman to international electric power engineer and security expert. He has worked in more than 35 countries including conflict and post-conflict areas of Cambodia, Ethiopia, and South Sudan. Recently Mr. Willis spent 6 years leading InDev's security and reconstruction operations in Afghanistan.

Currently Jim provides technical assistance and security consulting services to electric co-ops and utilities across the US. Utilizing his in-depth knowledge of utility and security operations, Jim developed "**ASSIST**", a proprietary active shooter and violence prevention program, tailored specifically for electric cooperatives and public power systems.

Mr. Willis's has a Master's of Science in Management (MSM) in International Development and Security, and Bachelors of Science (BS) in Electrical Engineering.

Jim is an anti-terrorism expert and *Certified Master Antiterrorism Specialist* (CMAS) with certifications from the American Board of Certification in Homeland Security and the Anti-Terrorism Accreditation Board.

Speaking Engagements:

Jim has been a subject-matter-expert and conference key-note speaker to audiences across the globe on subjects of rural electrification and security.

His recent speaking engagements have included:

2017	<i>Verbal De-escalation Training</i>	Fredericksburg, VA
2017	<i>ASSIST</i> Training for Co-ops	DuBois, PA
2017	PREA Key Man Supervisory Conference	State College, PA
2016	NRECA Safety Leadership Summit	Fort Worth, TX
2016	ODEC Cooperative Exchange Conference	Williamsburg, VA
2015	Shenandoah Valley Security Conference	Woodstock, VA
2015	Kings Bay Regional Security Conference	Kingsland, GA
2015	ODEC Cooperative Exchange Conference	Williamsburg, VA
2015	South Ga regional <i>ASSIST</i> Presentation	Cairo, GA
2014	GAEMC Safety Coordinators Conference	Smarr, GA

Contact: Jim Willis

703-623-6819

jim.willis@indevtactical.net

Recent Topics and Descriptions

These topics are available for delivery or a presentation can be crafted to your specific needs.

Title: *Strengthening the Cooperative Fence*

Rethinking co-op security for the 21st Century Co-op

Topic:

Security Presentation

An honest and open discussion on the changing cooperative environment, social worldviews, and the need for a new approach to co-op security. The presentation looks at how attitudes toward the co-ops have changed and at the diverse external factors impacting the co-op. The presentation covers: utilizing a security audit to identify vulnerabilities; violence prevention, de-escalation, situational awareness, and active shooter training; developing effective violence prevention and response plans; employee engagement and buy-in on security issues; and developing a security mindset both at the office and in the field. The session ends on aspects of preparing the co-op to respond effectively to the unexpected.

Title: “ASSIST” Active Shooter and Security Incident Safety Training

Active shooter response and violence prevention training

Topic:

Security Training

ASSIST[®], InDev’s proprietary active shooter and violence prevention program that identifies the skills and mindset needed to counter workplace violence and survive lethal encounters. It dispels myths and misconceptions and offers simple methods for surviving an attack. Topics covered include situational awareness, violence prevention, verbal de-escalation, and surviving hostile incidents.

ASSIST goes beyond the “Run-Hide-Fight” video to develop the skill-sets needed to survive active shooter situations and unexpected violence. We help you develop a security focused lifestyle instead of having a passive work-home-public approach.

This session covers identifying perilous situations, and determining what’s happening during a crisis, what to do, and when to do it. ASSIST supports your existing security practices and procedures and is designed to complement and work with the local law enforcement response procedures. This presentation introduces the ASSIST training series. *Note: The complete “ASSIST” training program is available to your co-op.*

Title: “The Times They Are a-Changing”

The Future of Media Relations

Topic:

Security Presentation

Designed for utility communicators and key staff that regularly deal with the public, this presentation examines the evolving characteristics of media and public relations. It looks at the underlying hazards inherent with dealing one-on-one with the public. The program covers: the modern media environment, the impact of technology on communication, effective crisis communication, identifying potential dangers, and managing hostility. The session ends by introducing techniques for escaping perilous situations. *Note: Approved course - NRECA Certified Cooperative Communicator continuing education credits*

Title: “The art of verbal self-defense”

Incident Management: De-escalating verbal conflict, redirecting aggression

Topic:

Security Training

This presentation focuses on recognizing how unchecked verbal communication can often lead to violence. We explore how to effectively respond to verbal threats and manage escalating tensions.

Proverbs 15:1 says “A gentle answer turns away wrath, but a harsh word stirs up anger.” But, to be effective, a “gentle answer” can’t convey weakness or timidity; it must be proactive and preemptive. And it must focus on developing a positive dialogue and altering the direction of the conversation.

The presentation incorporates humor, anecdotes, and real-world examples to highlight and illustrate points and engage the audience.

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Presentation Comments and Recommendations:

“Jim is an excellent resource for consulting assistance and training. His knowledge and understanding of electric utilities coupled with his real-world security experiences have given him insight into understanding the security problems facing cooperatives and in finding solutions that fit their unique needs. Both his conversational and presentation styles are communicated in an understandable and relatable manner that engages attendees.”

Joe Selnekovic, Manager, Job Training & Safety/Environmental Adviser,
Pennsylvania Rural Electric Association (PREA)

“Your presentation to our members was very engaging and expanded our considerations for the need of stronger security measures in our co-ops. The depth of your experience in security and in working with co-ops provided first-hand working knowledge what to look for in protecting our physical assets as well as our employees. Your presentation was valued by our members.”

Bud Branham, Director of Safety
National Rural Electric Cooperative Association (NRECA), Arlington, VA

“As providers of the now-considered-essential resource of electricity, utility employees tend to become complacent about potential risks and dangers in our daily work environment. Jim’s top-to-bottom knowledge of the utility industry and sharing real-life situations and best practices will galvanize your thinking and make you better prepared for the uncertain world in which we live.”

Mary Howell, Manager of Member & Public Relations, VMDAEC, Glen Allen, VA

*“Your presentation on **Harmonizing Security with the Evolving Character of the Cooperative** presentation was an eye opener, especially with all the things happening in the world today. I feel it is important for others to know that security is very important, and I do recommend that this presentation be given to other organizations.”*

Royce Brooks, Energy Eff& Data Acq Analyst PJM DR Program, ODEC, Glen Allen, VA

“Your security presentation was absolutely the best conference seminar that I’ve ever attended—hands down.”

E. Kneeland, Program Analyst, USDoN, Kingsland, Georgia

“A great presentation that makes you think about security at the utilities.”

B. Cirulli, Communications Specialist, NOVEC, Manassas, VA

“Great security presentation. I appreciated that you reinforced the transition to the local law enforcement response in your session. This was a solid conference seminar that I am happy to recommend to anyone.”

T.J. Hutto, Deputy Sherriff, Muscogee County, Georgia

“I am happy to recommend Jim and the InDev training programs and seminars to anyone interested in violence prevention and emergency response.”

Harry Young, Sheriff, Grady County Georgia

“Jim is a great speaker and communicator. His easy, conversational style makes it easy to connect with him; and his depth of knowledge and myriad of experiences give authority to his message”

Pam Johnson, Manager of Continuing Education & Training, VMDAEC, Glen Allen, VA

Reference List:

Roy M. Palk, Esq., (c) 859-771-1900

Email: roympalkesq@gmail.com

President New Horizons Consulting

Past Assistant GM, National Rural Electric Cooperative Association (NRECA)

Past CEO, East Kentucky Power

Charles T. “Bud” Branham, (c) 561 670-3502

Email: bud.branham@nreca.coop

Director Safety and Loss Prevention

National Rural Electric Cooperative Association (NRECA), Arlington, VA

Joe Selnekovic (c) 814.591.9554 (Cell)

Email: joe_selnekovic@prea.com

Manager, Job Training & Safety/Environmental Adviser

Pennsylvania Rural Electric Association (PREA)

M. L. “Chris” Christman, (c) 217/259-9425

Email: cchristman1953@gmail.com

President/CEO (retired), Coles-Moultrie Electric Cooperative, Mattoon, IL

Past Interim CEO, A&N Electric Cooperative, Tasley, VA

Shane Farrell, CLCP 814-371-8570 ext. 8503

Email: sfarrell@unitedpa.com

Operations Manager, United Electric Cooperative, Inc.

Royce Brooks, (t) 804-968-4057

Email: rbrooks@odec.com

PJM DR Program, Old Dominion Electric Cooperative (ODEC)

Glen Allen, VA

Maxi Rozell, (540) 891-5817

Email: mrozell@myrec.coop

Manager of Safety, Security, and Risk Management

Rappahannock Electric Cooperative (REC), Fredericksburg, VA

Glenn E Cunningham III, (c) 706/ 594-3973

Email: Glenn.Cunningham@diversepower.com

Business Continuity Coordinator, Diverse Power Inc., LaGrange, GA

Harry Young, (t) (229) 377-5200

Email: sheriff@gradycountyga.gov

Sheriff, Grady County Georgia

Tracey Steiner, (t) 703-907-5104

Email: tracey.steiner@nreca.coop

Senior Vice President, Education & Training

National Rural Electric Cooperative Association (NRECA), Arlington, VA