VPPA 2026

SEPTEMBER 30 - OCTOBER 2, 2026

GREAT WOLF LODGE • WILLIAMSBURG, VA

VIRGINIA PROBATION AND PAROLE ASSOCIATION 2026 AGENDA

WEDNESDAY, SEPTEMBER 30, 2026

	SESSION / PRESENTER
1 PM - 2 PM	**Registration**
2 PM - 2:30 PM	**Welcome / Opening Remarks**
2:30 PM - 3:30 PM	**Overcoming Frustration in the Workplace and Beyond** - Kevin Rice
3:30 PM - 3:45 PM	**Diamond Speaker - Shadowtrack Technologies**
3:45 PM - 4 PM	**Break (Door Prizes at 3:55 PM)**
4 PM - 5 PM	**Earned Influence - Nicole "Nikki" Holland**
5:30 PM - 6:30 PM	**Networking Reception**
Evening	**Dinner on your own**

THURSDAY, OCTOBER 1, 2026

	SESSION / PRESENTER
7:30 AM - 8:30 AM	**Registration / Breakfast**
8 AM - 8:30 AM	**Business Meeting**
8:30 AM - 10 AM	**What's Driving You? Courageous Leadership for the Road Ahead** - Lisa Brouwer
10 AM - 10:15 AM	**Diamond Speaker - Spectrum Health Systems**
10:15 AM - 10:45 AM	**Break (Door Prizes at 10:35 AM)**
10:45 AM - 12 PM	**What's Driving You? Courageous Leadership for the Road Ahead** - Lisa Brouwer
12 PM - 1:30 PM	**Awards Luncheon**
1:30 PM - 1:45 PM	**Break**
1:45 PM - 2:15 PM	**Activity**
2:15 PM - 3 PM	**Blue Campaign** - Jonathan Barry
3:00 PM – 3:15 PM	**Virginia Bonding Program** - Laura Cline
3:15 PM - 3:45 PM	**Break (Door Prizes at 3:35 PM)**
3:45 PM - 4:45 PM	**Artificial Intelligence** - Luke Black
Evening	**Dinner on your own**

7 PM - 11 PM	**Social Event - Safari Nights** (Main Conference Area)

FRIDAY, OCTOBER 2, 2026

	SESSION / PRESENTER
8 AM - 9 AM	**Registration / Breakfast**
9 AM - 10 AM	**Why Is EBP Still Important?** - DJ Cooke, and Susan Connor
10:15 AM - 10:45 AM	**Break and Check-Out (Door Prizes at 10:35 AM)**
10:45 AM - 11:45 AM	**Just Another Deal** - Brittany Alexander, Manassas Police Department
11:45 AM - 12 PM	**Closing Remarks / Final Door Prizes**

VPPA 2026 SPEAKER BIOGRAPHIES

Kevin Rice

Author, public speaker, and behavioral threat assessment expert

Kevin Rice is a published author of four books and a public speaker. He is a former federal agent, and behavioral threat assessment expert who helps organizations understand and manage one of the most pervasive—and overlooked—drivers of workplace dysfunction: frustration. With over three decades of experience in law enforcement, including a distinguished career with the United States Secret Service, Kevin has spent his professional life observing how individuals make decisions under stress and how unmanaged emotions can lead to conflict, misconduct, and organizational risk.

His work is grounded in a simple but powerful premise: training must be equal to or greater than emotion ($T \geq E$)—a principle he developed after years of witnessing the consequences of frustration left unchecked.

Following his federal service, Kevin transitioned into the private sector, where he specialized in behavioral threat assessment, workplace violence prevention, and organizational risk. He has worked closely with HR leaders, executive teams, and security professionals to identify early warning signs of escalation, improve emotional regulation, and build more resilient workplace cultures. Kevin has developed and delivered training programs across corporate environments, universities, and public safety organizations, focusing on de-escalation, decision-making under pressure, and the role frustration plays in employee behavior, conflict, and performance.

Kevin is the author of Fractured, a groundbreaking book that reframes frustration as a distinct emotional force that impacts motivation, productivity, and decision-making in every workplace. His presentations are known for blending real-world experience, scientific research, and practical tools that HR professionals can immediately apply—from recognizing the early signs of frustration to implementing strategies that transform emotional pressure into resilience and performance. Kevin brings a candid, insightful, and highly engaging perspective that helps organizations move beyond reactive problem-solving and toward proactive, people-centered leadership.

Kevin is a proud graduate of the University of Central Florida, Troy University and the Northwestern University School of Police Staff and Command. He currently oversees corporate security for a large Richmond-based company. He and his wife live in suburban Richmond.

Nicole "Nikki" Holland

Chief Onboarding and Engagement Officer, Virginia Department of Corrections

Nikki Holland has been employed with the Virginia Department of Corrections since 1997. She has served in numerous positions, including Corrections Counselor at Buckingham Correctional Center (BKCC), Treatment Program Supervisor at BKCC and Fluvanna Correctional Center for Women (FCCW), Regional Human Capital Coordinator (Central Regional Office), and on the VirginiaCORIS Team as part of the Information Technology Unit. Ms. Holland has also served as Assistant Warden at Augusta Correctional Center, FCCW, and James River Work Center.

In 2017, Ms. Holland joined the Academy for Staff Development first as a Training & Development Coordinator Senior in the Integrated Leadership Services Unit and then as the Training & Development Manager of Operations. In 2022, she entered her current role as the Chief Onboarding and Engagement Officer for the agency.

Ms. Holland is a graduate of the University of Virginia with a bachelor's degree in psychology. She holds professional certification as a Certified Human Resources Professional through the Society of Human Resource Management and is an Accredited Professional Dialogue Practitioner through the Academy of Professional Dialogue.

Lisa Brouwer

Executive coach, speaker, and Certified Dare to Lead™ Facilitator

Lisa Brouwer is an executive coach, speaker, and Certified Dare to Lead™ Facilitator trained in the work of Brené Brown. She works with leaders to build grounded confidence, navigate hard conversations, and lead with greater clarity and courage.

With over 20 years in sales and corporate leadership, Lisa understands the pressure to perform, the weight of responsibility, and the challenge of leading people well in the middle of it all.

Her work focuses on the internal side of leadership, helping people align who they are with how they lead. She creates space for real conversations, blends practical insight with honest reflection, and gives people tools they can actually use in the moments that matter most.

From leaving a corporate career to build something of her own to riding a motorcycle across the country, her path has been shaped by a series of brave decisions. Today, she helps others bring that same courage into their own leadership (and life), one conversation, one choice, and one moment at a time.

Jonathan Barry

Senior Engagement Manager, Blue Campaign

Jonathan Barry Senior Engagement Manager, Blue Campaign Homeland Security Investigations DHS Center for Countering Human Trafficking Jonathan Barry is a Senior Engagement Manager within the Blue Campaign's Protection portfolio working with national level associations, school resource officers, campus law enforcement and public safety officials to recognize and report human trafficking. Mr. Barry also supports the Blue Campaign's efforts to combat human trafficking within the Maritime industry.

Since 2008, Jonathan has served at various federal capacities with the Department of Homeland Security include serving as a Director within the Office of Partnership and Engagement's Private Sector Office spearheading strategic engagements with major trade associations and various private sector entities. Prior to the Office of Partnership and Engagement, Mr. Barry served at the Cybersecurity & Infrastructure Security Agency (CISA) developing trusted partnerships with senior private sector leadership across Retail and Real Estate, Sports Leagues and Public Venues.

Prior to federal service, Mr. Barry served in various capacities within the private sector to include Booz Allen Hamilton, Technology Management Services, Corporate Risk International, United Parcel Service and the Syracuse City School District. Jonathan holds a Bachelor of Arts in Government and International Affairs from George Mason University.

Luke E. Black

Chief Human Resource Officer, Virginia Department of Corrections

Luke E. Black is the Chief Human Resource Officer for the Virginia Department of Corrections, leading HR strategy for more than 11,000 employees across the largest state workforce in the Commonwealth of Virginia. With nearly 20 years of service, he brings a frontline-to-executive perspective and focuses on building a future-ready workforce through innovation, data, and responsible AI adoption.

He leads efforts to position artificial intelligence as a strategic enabler to enhance productivity, strengthen decision-making, and support mission-critical public safety outcomes while upholding integrity, accountability, and public trust.

Laura Cline

Virginia Bonding Program

Laura Cline is a correctional professional whose career encompasses frontline security, reentry programming, and statewide workforce development. After more than a decade serving in high-custody units, she transitioned into reentry career services, where she serves as the Virginia Bonding Coordinator at Virginia Department of Corrections. She holds an Interdisciplinary Bachelor's Degree in Information Systems and Psychology and is currently pursuing a PhD in Industrial/Organizational Psychology. Her research examines correctional workforce retention, suicide prevention, and evidence-based organizational improvement.

Djuanwa "DJ" Cooke

Evidence Based Practices Manager, Central Region - Community Corrections

Djuanwa (DJ) Cooke is a native of Williamsburg, Virginia. She graduated from THE University of Virginia, receiving her Bachelor of Arts in Sociology. Thinking that she originally wanted to go to Law School, all of that changed when she participated in the Semester Program at American University and had the opportunity to visit jails and prison. She worked in local jails, courts, even bankruptcy courts, then in juvenile detention centers before she began her career with the Virginia Department of Corrections in 2009 as a Probation and Parole Officer in Charlottesville, Virginia. She was promoted to Unit Manager at the Virginia Correctional Center for Women in 2012 (of the Cognitive Community) and then moved to the Fluvanna Correctional Center for Women in the Honor Wing/Dog Program in the same role as unit manager in 2015.

In 2016, she returned to Charlottesville Probation and Parole and was promoted to Senior Reentry Probation Officer in 2018. In 2021, Djuanwa accepted her current position as Evidence Based Practices Manager in the Central Region of VA for the Community. In her current role, she teaches Basic Core Correctional Practices to new Probation & Parole Officers and ensures the proper implementation of evidence-based practices in the department. She was the grant administrator for the SMART award grant that focused on the Administrative Response Matrix (ARM). As an EBP Manager she is often found training and informing others of policy changes within the department and assisting with updates to the Community Operational Vulnerability Assessment.

Djuanwa is a Subject Matter Specialist (SMS), EPICS Coach, Dialogue Practitioner, Decision Points Facilitator, assisted with the DEI Strategic. She also graduated from the LEAD program in 2014 as a Certified Corrections Manager. Djuanwa is passionate about reaching people on both sides of corrections and helping others learn how to do so as well!

Susan Connor

Part-Time Evidence Based Practices Manager

Susan began her career as a Probation and Parole Officer at the Franklin County Probation Office in 1991. Her career path led her to becoming a Chief Probation and Parole Officer in 2015. After 18 months, Susan decided to change her career path and joined the EBP Unit as the Western Region EBP Manager – Community Corrections. She retired from this position in January 2020 and returned to the EBP Unit as a Part-Time EBP Manager in December 2020.

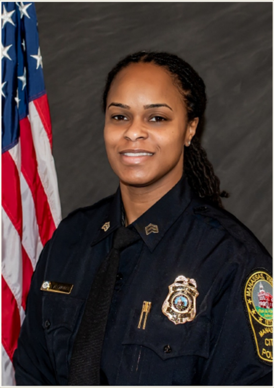
In 2009, Susan was awarded the American Probation and Parole Association Member of the Year award. In 2019, she was awarded the Virginia Department of Corrections Director's Valor Award for Learning.

She is a SAMSHA certified Trauma Informed Care trainer, certified EPICS Coach, COMPAS/WRNA trainer, and SMS 101 trainer.

Susan's passion is training and coaching. She enjoys helping officers see how case plan driven supervision and EPICS work together.

Sergeant Brittany Alexander

Patrol Sergeant, Manassas City Police Department



Sergeant Brittany Alexander has dedicated nearly 12 years to law enforcement with the Manassas City Police Department and currently serves as a patrol sergeant. Throughout her career, Sergeant Alexander has accumulated a wealth of experience, including 6 years in patrol and 5 years as a narcotics detective.

Sergeant Alexander is a graduate of the 2013 Northern Virginia Criminal Justice Academy. She was honored as Officer of the Year in 2016 and served as an active member of the Chief's Peer Review Committee for six years.

Her expertise in narcotics investigations includes extensive experience conducting undercover narcotics purchases, supported by advanced training in both Basic Undercover School and Advanced Undercover Tactical Training. Sergeant Alexander's commitment to professional development and excellence is reflected in her participation in and instruction of specialized programs, including Surveillance Training and Advanced Undercover Tactical Training.

In September 2022, Sergeant Alexander was involved in an undercover operation that rapidly escalated into a robbery, ultimately resulting in an officer-involved shooting. Through her compelling presentation, Just Another Deal, Sergeant Alexander provides a powerful first-person account of that day, sharing real-time footage of the encounter and guiding audiences through each critical moment as events unfolded.

Following the video presentation, she discusses the aftermath of the incident, including both the criminal and administrative investigations that followed. Her story extends beyond the event itself, highlighting an often-overlooked consequence of critical incidents: their impact on mental health. With candor and authenticity, Sergeant Alexander shares her experience navigating the psychological effects of trauma, helping to foster conversations that reduce stigma and encourage support within the law enforcement profession.

Her presentation is more than a recounting of an event—it is a call for awareness, resilience, understanding, and meaningful change.

Event Sponsors

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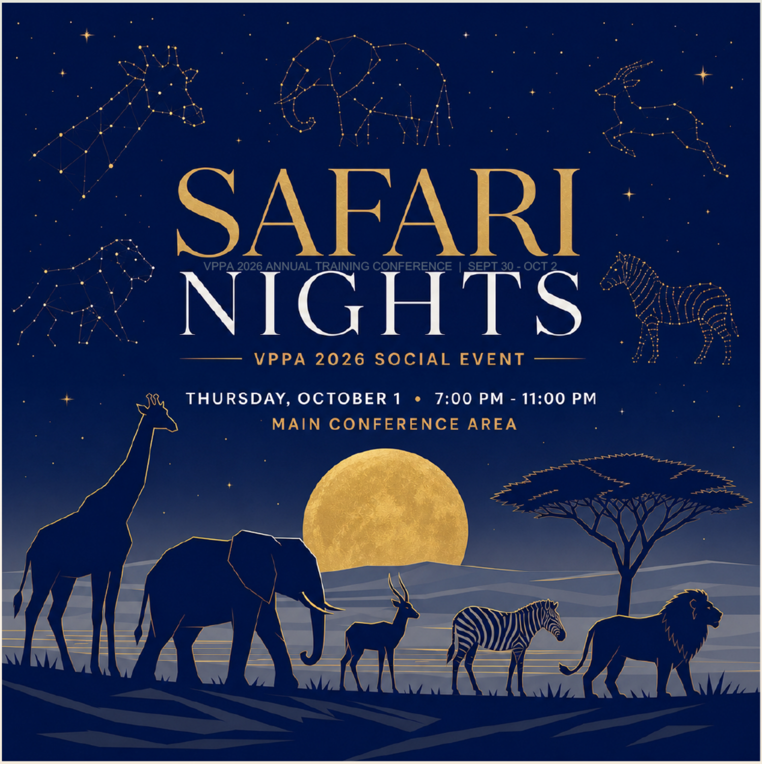
540.759.1163 | TrueNorthClinicVA.com

Social Event Details

Join us for a Safari Nights themed social evening hosted by the Virginia Probation and Parole Association! Suggested attire includes greens, tans, browns, animal prints, and similar styles. So bring your best Safari flair and get ready for a night to remember.


SAFARI
VPPA 2026 ANNUAL TRAINING CONFERENCE | SEPT 30 - OCT 2
NIGHTS
VPPA 2026 SOCIAL EVENT
THURSDAY, OCTOBER 1 • 7:00 PM - 11:00 PM
MAIN CONFERENCE AREA

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