
SPECIAL AGENDA

BOARD OF FIRE AND POLICE PENSION **COMMISSIONERS**

September 20, 2018

**9:00 a.m. or as soon thereafter as the
Board recesses its regular meeting**

Sam Diannitto Boardroom
Los Angeles Fire and Police Pensions Building
701 East 3rd Street, Suite 400
Los Angeles, CA 90013

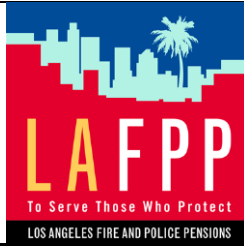
Commissioner von Voigt will participate telephonically from
14020 City Center Drive, Chino Hills, CA 91709

An opportunity for the public to address the Board or Committee about any item on today's agenda for which there has been no previous opportunity for public comment will be provided before or during consideration of the item. Members of the public who wish to speak on any item on today's agenda are requested to complete a speaker card for each item they wish to address, and present the completed card(s) to the commission executive assistant. Speaker cards are available at the commission executive assistant's desk.

In compliance with Government Code Section 54957.5, non-exempt writings that are distributed to a majority or all of the Board or applicable Committee of the Board in advance of their meetings may be viewed at the office of the Los Angeles Fire and Police Pension System (LAFPP), located at 701 East 3rd Street, 2nd Floor, Los Angeles, California 90013, or by clicking on LAFPP's website at www.lafpp.com, or at the scheduled meeting. Non-exempt writings that are distributed to the Board or Committee at a scheduled meeting may be viewed at that meeting. In addition, if you would like a copy of any record related to an item on the agenda, please contact the commission executive assistant, at (213) 279-3038 or by e-mail at rhonda.ketay@lafpp.com.

Sign language interpreters, communication access real-time transcription, assistive listening devices, or other auxiliary aids and/or services may be provided upon request. To ensure availability, you are advised to make your request at least 72 hours prior to the meeting you wish to attend. Due to difficulties in securing sign language interpreters, five or more business days notice is strongly recommended. For additional information, please contact the Department of Fire and Police Pensions, (213) 279-3000 voice or (213) 628-7713 TDD.

1. APPROVAL OF TRAVEL AUTHORITY (TAPIA BABCOCK) – HARVARD KENNEDY SCHOOL, LEADERSHIP DECISION MAKING: OPTIMIZING ORGANIZATIONAL PERFORMANCE
2. GENERAL PUBLIC COMMENT ON MATTERS WITHIN THE BOARD'S JURISDICTION



DEPARTMENT OF FIRE AND POLICE PENSIONS

701 E. 3rd Street, Suite 200
Los Angeles, CA 90013
(213) 279-3000

REPORT TO THE BOARD OF FIRE AND POLICE PENSION COMMISSIONERS

DATE: SEPTEMBER 20, 2018 **ITEM:** 1

FROM: RAYMOND P. CIRANNA, GENERAL MANAGER

SUBJECT: APPROVAL OF TRAVEL AUTHORITY (TAPIA BABCOCK) – HARVARD KENNEDY SCHOOL, LEADERSHIP DECISION MAKING: OPTIMIZING ORGANIZATIONAL PERFORMANCE

RECOMMENDATION

That the Board approve Commissioner Corinne Tapia Babcock's request to attend the Harvard Kennedy School, Leadership Decision Making: Optimizing Organizational Performance on October 13 – 19, 2018 in Cambridge, MA (October 13th is a travel day).

Approval of this request is placed on the action items of the agenda for the reason that the conference is not listed on the pre-approved travel resolution in the adopted budget.

While the class is currently full, staff is requesting approval now in the event a slot becomes available due to a cancellation.

DISCUSSION

Commissioner Tapia Babcock expressed interest in participating in the following conference:

| | |
|-------------------------|---|
| Conference: | Leadership Decision Making: Optimizing Organizational Performance |
| Sponsor: | Harvard Kennedy School |
| Dates: | October 14 – 19, 2018 |
| Location: | Boston, MA |
| Mode of transportation: | Commercial Airline |

BUDGET

Sufficient funds are available in the Fiscal Year 2018-19 Travel Account. Listed below is an estimated cost to travel for Commissioner Tapia Babcock.

| | |
|---|---------------|
| Registration | 8,800.00 |
| Airfare | 325.00 |
| Hotel (Travel day only) | 345.00 |
| Per Diem | 213.00 |
| Incidentals (mileage, parking, baggage & ground transportation) | <u>272.00</u> |
| TOTAL | \$9,955.00 |

The program fee includes tuition, housing, curricular materials and most meals.

POLICY

If approved by the Board, the proposed expenditures would be within the Board's Travel and Education Policy.

All information regarding the conference is contained in the attached invitation.

This report was prepared by:

Evangelina Masud, Executive Administrative Assistant
Administrative Operations Division

RPC:WSR:EM

Attachments: 1. Conference June 2018 agenda
 2. Leadership Decision Making: Curriculum

Leadership Decision Making: Optimizing Organizational Performance
June 24-29, 2018

| Sunday, June 24 | Monday, June 25 | Tuesday, June 26 | Wednesday, June 27 | Thursday, June 28 | Friday, June 29 |
|---|---|--|--|--|---|
| | 8:00 - 8:45 am Breakfast | 8:00 - 8:45 am Breakfast | 8:00 - 8:45 am Breakfast | 8:00 - 8:45 am Breakfast | 8:00 - 8:45 am Breakfast |
| | 9:00 - 10:30 am <i>Decision Science I</i> Jennifer Lerner 1.1 | 9:00 - 10:30 am <i>Person Perception I</i> Jason Mitchell 2.1 | 9:00 - 10:30 am <i>Behavior Change</i> Todd Rogers 3.1 | 9:00 - 10:30 am <i>Conflict Resolution: Dealing with Emotions I</i> Dan Shapiro 4.1 | 9:00 - 10:30 am <i>Behavioral Insight Teams Results and Debrief</i> Jennifer Lerner 5.1 |
| Arrival Doubletree Hotel Guest Suites 400 Soldiers Field Rd Boston, MA Meet in Lobby at 1:00pm | Break 10:30 - 10:45 am | Break 10:30 - 10:45 am | Break 10:30 - 10:45 am | Break 10:30 - 10:45 am | Break 10:30 - 10:45 am |
| | 10:45 am - 12:15pm <i>Decision Science II</i> Jennifer Lerner 1.2 | 10:45 am - 12:15 pm <i>Person Perception II</i> Jason Mitchell 2.2 | 10:45 am - 12:15 pm <i>Behavioral Insight Teams</i> Todd Rogers 3.2 | 10:45 am - 12:30 pm <i>Conflict Resolution: Dealing with Emotions II</i> Dan Shapiro 4.2 | 10:45 - 11:45 am <i>Understanding Your Personal Decision Making Report</i> Jennifer Lerner |
| | 12:15 - 1:45 pm Lunch <i>FILM: "Mind over Money"</i> Bell Hall | 12:15 - 1:30 pm Lunch Bell Hall | 12:15 - 1:30 pm Lunch <i>Behavioral Insight Teams</i> Jennifer Lerner Bell Hall | 12:30 - 1:30 pm Lunch Bell Hall | 11:45 - 12:45 pm <i>Program Wrap Up</i> Jennifer Lerner |
| | 1:30 - 2:15 pm Decision Making Exercise, Group A Harvard Tour, Group B 2:20 - 3:05 pm Decision Making Exercise, Group B Harvard Tour, Group A 124 Mt. Auburn Street, Cambridge | 1:45 - 3:45 pm <i>Decision Science III</i> Jennifer Lerner 1.3 | 1:30 - 3:00 pm <i>Negotiation I</i> Max Bazerman 2.3 | 1:30 - 3:00 pm <i>Team Decision Making I</i> Julia Minson 3.3 | 1:30 - 2:45 pm <i>Ethics and Decision Making</i> Jennifer Lerner & Chris Robichaud 4.3 |
| 3:30 - 5:30 pm <i>Welcome & Introductions</i> Jennifer Lerner | 4:00 - 5:45 PM Workplace Workshop Jennifer Lerner 1.4 | 3:15- 4:45 pm <i>Negotiation II</i> Max Bazerman 2.4 | 3:15 - 4:45pm <i>Team Decision Making II</i> Julia Minson 3.4 | 3:00 - 5:00 pm <i>Ethics and Decision Making</i> Jennifer Lerner & Chris Robichaud 4.4 | |
| 5:45 pm - 7:15 pm Opening Dinner Bell Hall | 6:00 - 7:30 pm Dinner <i>Herm Shelanski & Jennifer Lerner</i> Bell Hall | 5:00 - 6:30 pm <i>Behavioral Insight Teams: Choice Exercise</i> Jennifer Lerner 6:30 - 8:00 pm Networking Dinner Doubletree Hotel | 5:00 - 6:00 pm <i>Behavioral Insight Teams: Choice Exercise</i> Jennifer Lerner Dinner on your own Submit Team Assignment by 9:00 PM to keisha_mayers@hks.harvard.edu | 6:30 pm <i>Buses depart from Hotel for closing dinner</i> 7:00 - 9:30 pm Final Dinner Harvard Faculty Club | |
| | | | | | Safe Travels! |

Classes will be held in room R306, 3rd floor Rubenstein Building. Meals will be in Bell Hall, 5th Floor Belfer Building, unless otherwise noted.

EDUCATIONAL PROGRAMS

Leadership Decision Making: Curriculum

[REQUEST BROCHURE \(HTTPS://WWW.HKS.HARVARD.EDU/EDUCATIONAL-PROGRAMS/EXECUTIVE-EDUCATION/EXECUTIVE-EDUCATION-PROGRAM-BROCHUREFORM?PGMID=A1R6A000000PMW4\)](https://www.hks.harvard.edu/educational-programs/executive-education/executive-education-program-brochureform?pgmid=A1R6A000000PMW4)

[APPLY \(HTTPS://HKS-EXECUTIVE-EDUCATION.FORCE.COM/ONLINEAPP/\)](https://hks-executive-education.force.com/onlineapp/)

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Leadership Decision Making is a revolutionary one-week executive program led by Dr. Jennifer Lerner, a leading behavioral economist, and an esteemed teaching team of academics and practitioners. The program leverages the latest research in judgment and decision making, translating scientific discoveries into practical strategies through seminars, cases and decision exercises.

The curriculum focuses on optimizing organizational performance, giving emphasis to:

- Reducing decision biases in your organization
- Improving negotiation skills
- Increasing forecast accuracy, especially for low-probability, potentially catastrophic events
- Understanding the role of emotion in and designing smart accountability systems for judgment and decision making

- Gaining support for decisions
- Communicating risk accurately and effectively
- Managing information overflow

ALUMNI PERSPECTIVE

“Dr. Lerner’s program arms government and business executives with the knowledge and skills needed to master risk and create strategic advantage.”

KIMBERLY CRIDER, BRIGADIER GENERAL, U.S. AIR FORCE

A key and popular component to the curriculum is an individualized analysis of your decision-making style. Professor Lerner will conduct a confidential assessment in the Harvard Decision Science Laboratory (<http://decisionlab.harvard.edu/index.php>), providing you with personalized feedback a comparison of your own data with societal and class averages.

You’ll leave the program with new strategies and skills to advance your decision-making processes and make your organization smarter.

Individual Benefits:

- Gain a framework to help you understand where poor judgments and decisions come from and how to prevent them in your organization.
- Participate in customized presentations from world-renowned faculty.
- Receive a personalized assessment of your decision-making skills and strategies, conducted in the state-of-the-art Harvard Decision Science Laboratory.
- Bring home a large collection of faculty-selected readings on key topics aimed at improving leadership development.
- Learn specific strategies for improving your own leadership skills in

negotiation, decision making, risk communication, evaluating others and risk management.

- Develop a lasting network of other leaders from around the world who share your interests

Benefits to your organization:

- Develop human capital in your organization with leaders who will know how to improve overall organizational performance.
- Gain the ability to set up appropriate incentives across your system, drawing on leaders who know when and how human behavior typically departs from rationality.
- Develop a workforce that knows how to proactively prevent crises before they happen.
- Increase your organization's ability to reduce litigation and turnover costs by reducing judgment biases and improving decision processes.
- Become more economically efficient by counteracting the subtle biases (e.g., risk aversion) that typically plague both public and private organizations.
- Decrease inter-staff and inter-organization conflicts with employees who become trained in negotiation strategies for creating joint value.
- Increase loyalty and trust among employees in whom you have invested.

MORE INFORMATION

Download a program brochure to learn more.

[REQUEST BROCHURE \(HTTPS://WWW.HKS.HARVARD.EDU/EDUCATIONAL-PROGRAMS/EXECUTIVE-EDUCATION/EXECUTIVE-EDUCATION-PROGRAM-BROCHUREFORM?PGMID=A1R6A000000PMW4\)](https://www.hks.harvard.edu/educational-programs/executive-education/executive-education-program-brochureform?PGMID=A1R6A000000PMW4)