



**International Law Enforcement Academy**  
Gaborone, Botswana



"Empowering Those Who Serve"

*March 2021*

**Newsletter**

**ILEA Gaborone Quarterly**



## A Brief Message to our ILEA Family

Directors Augeri and Mathiba



As we transition into 2021 we continue to be confronted by challenges posed by the COVID-19 global pandemic. Traditional, in-person training operations hosted at the International Law Enforcement Academy in Gaborone, Botswana were suspended from March 13, 2020 through October 22, 2020. Life with COVID-19 has resulted in the acceptance of a “new normal,” at least for the time being and in response ILEA has evolved! We are excited to report that the ILEA program has successfully pilot-tested and implemented virtual training workshops and

courses at our training delivery points around the world. ILEA Gaborone is working diligently with our U.S. Federal Law Enforcement and Criminal Justice agency partners to update and reformat training curricula to create engaging and effective virtual (online) programming. The training calendar is being populated with our new online products and we look forward to “seeing” all of you in the virtual classroom this year. Stay safe and healthy!



**Let's Go Global**

**ILEA Alumni Portal**

Join the network on  
April 21, 2021

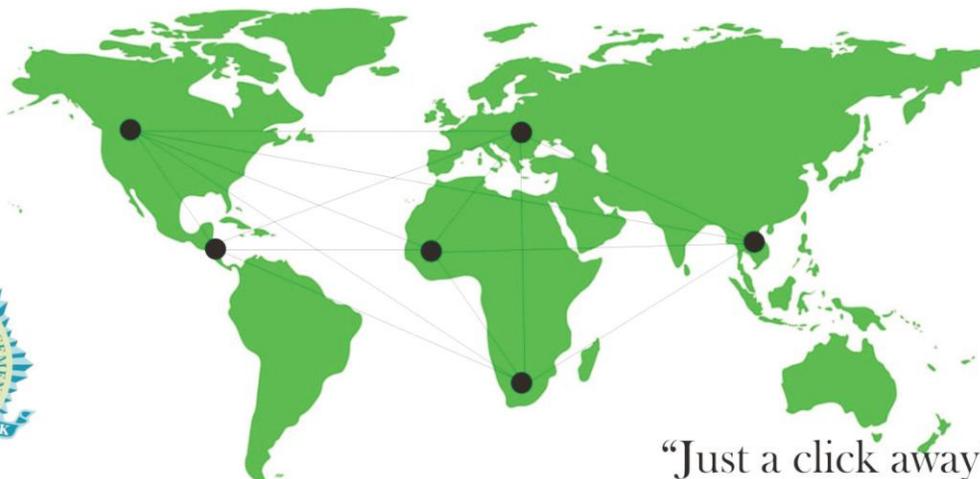
[alumni.ilea.state.gov](http://alumni.ilea.state.gov)

### 6 Academies

Gaborone  
Budapest  
Accra  
Bangkok  
San Salvador  
Roswell

**70,000** Alumni

**100** Countries



“Just a click away” #OneILEA  
#ILEAAlum

## When Challenged by Adversity, Leaders Don't Miss Inherent Opportunities

I think we can all agree that 2020 was a difficult and challenging year for INL programming worldwide. With very little warning the COVID-19 pandemic swept across the globe creating a new and daunting paradigm that profoundly impacted International Law Enforcement Academy (ILEA) operating models around the globe. International travel restrictions, quarantining, lockdowns, curfews, and COVID-19 screening rapidly became our “new normal” and forced the suspension of traditional business execution. For decades ILEAs have been building agency capacity and important networks of cooperation through facilitator led delivery of world class law enforcement and criminal justice training in partnership with our host nations, U.S. federal law enforcement, and criminal justice agencies.



As host nation and partner nation governments implemented new policies and protocols in response to COVID-19, INL and Regional ILEAs could have adopted a “shelter in place” mission posture, but they didn't! As a result of INL leadership and action, an initiative aptly named Pivoting to Virtual Training served as the catalyst to inspire and empower INL/KM stakeholders to seek alternatives to on-site, facilitator led law enforcement and criminal justice programmatic delivery. ILEA San Salvador led the way and distinguished themselves through the accomplishment of yeoman's work identifying and pilot-testing multi-lingual virtual platforming. Over the last six

months regional ILEAs have successfully delivered impactful virtual training and educational programming. Perhaps even more importantly, ILEA Alumni virtual workshops and events have been successfully designed, developed, and facilitated. As ILEA Alumni outreach and inclusion become more of a priority, online engagement via virtual programming serves as the perfect on-ramp for optimized relationship building and continued support for our growing ILEA Alumni community.

While virtual training provides a vehicle for continued ILEA sponsored law enforcement and criminal justice learning and training, it will not replace on-site, facilitator led training in the foreseeable future. There isn't a good virtual substitute for the team building, information sharing, networking, communication, and collaboration that take place while attending training at an ILEA. It also stands to reason that ILEA training would have to focus more on educational programming and remove skill-set or competency-based courses that require observed performance, facilitator feedback, and practice to achieve successful course completion. I wholeheartedly endorse the current strategy of continuing to improve our use of online tools and strategies to delivery high quality programming and engage ILEA Alumni in an efficient and effective way.

Woven through the COVID-19 fabric of frustration and difficulty there is a golden thread of opportunity! The global pandemic has served as the catalyst for rapid and focused analyses resulting in the identification and implementation of technology enhanced tools and strategies creating a viable interim solution. As leaders, I don't recommend we view these important developments and new capabilities as temporary in nature or stopgap measures. This “forced” learning opportunity does not provide us with a one-dimensional way forward e.g. permanent shift away from facilitator led, trainee focused, on-site programming in lieu of technology enhanced programmatic delivery as our core business model. Right now, the ILEA Program, including you, our alumni are critically important during this period of adaptation that is resulting in the integration of new virtual tools, technologies, and strategies.

Everything we provide now is a dramatic improvement over suspending operations until we have the “all clear” to resume training in accordance with our traditional methodologies. Where specifically is the new opportunity? Going forward, the ILEA program has a solid foundation in place upon which to build enhanced capability through development and implementation of hybrid and blended training and education in support of our global mission. Instructor led; in-person programmatic delivery can be enhanced dramatically through the incorporation of program elements enabled by our new mastery of virtual platforming. Off continent subject matter experts and critical stakeholders can support ILEA programming via technology enabled participation. Online resources facilitating pre-work, after hours learning/training module availability (extra practice) and continuing professional development tools will be accessible to graduates via the Alumni portal, and follow-on events and workshops facilitated via new program design enabled by virtual platforming.

As leaders we need to look past the current frustrations and challenges posed by COVID-19 and the subsequent constraints in place affecting operations. We need to recognize the unique opportunity we have been afforded to experiment and pilot-test. The lessons we learn now, and new capabilities realized will put us further ahead than we ever could have hoped for if left to our own developmental trajectory. As leaders we will not ignore this unique set of circumstances that has allowed to evolve and grow in new, exciting, and unanticipated ways!

**Joe Augeri, ILEA Director (P)**  
Gaborone, Botswana



## IGN Alumni Portal Rollout

**What is the IGN Alumni Portal?** First let’s get to know IGN. IGN is the acronym for the ILEA Global Network; an easy-to-use, robust, cloud-based, course management system. Developed for the International Law Enforcement Academy (ILEA) program, IGN facilitates the management of courses and participants at each of the five regional ILEAs and Regional Training Center Accra (RTC), simultaneously allowing central administration and analyses of the entire program. IGN also provides an alumni portal that maintains a special multi-national environment enabling ILEA students to experience continuous community participation as alumni.

The IGN Alumni Portal is the hub for ILEA program alumni to engage with one another and access resources. It is a supplement to the existing suite of IGN products, providing ILEA Graduates with a centralized location to network and access resources that are available on public sites. Some content may overlap between public websites and IGN e.g., Newsletters and Success Stories. The Alumni Portal is a resource accessible to all personnel with an active ILEA Global Network (IGN) account. The layout is similar to ILEA web pages. The Alumni Portal homepage is a dashboard that shows snippets of these areas:

**Directors' Blog** - The ILEA and RTC Directors support this blog through the contribution of content throughout the year. Check in each month to read the Directors' perspective on current issues and priorities.

**Resource Library** - Upload articles, audio/video files, case studies, and items of interest to share with your fellow Alumni.

**Photo Albums** - Participant/Alumni can view their class photos; Administrators can upload photos and view albums for all course.

**Discussion Board** - An open forum for discussion and comment.

**Newsletters** - Current and past ILEA newsletters.

**Events** - View and add upcoming events.

Each area listed above also appears in the banner (top section of the page). You need to click an item in the banner to open a full page for that item. You can also follow the links provided on the homepage for more information. Additionally, the Alumni Portal provides a link to submit a Success Story. This opens the Success Story form in the IGN.

### **Language Support**

The Alumni Portal is available in English, French, Portuguese, Spanish, and Thai. Select your preferred language from the dropdown menu above the banner in the top left corner on any page. The default language is English. If you select another language for viewing, items available in the selected language are displayed. English versions appear for items that are not translatable to your selected language. Each ILEA offers languages that are the official language(s) spoken by our Partner Nations. ILEA Gaborone will publish content in English, French, and Portuguese. The ILEA logos at the top of the Alumni Portal homepage are links to the six ILEA websites. Click the appropriate logo to access your ILEA. The IGN link is in the banner area on every page.

### **Logging into the Alumni Portal**

Your IGN username and password are your Alumni Portal credentials. Use these to access the Alumni Portal. If you have forgotten your password, go to the IGN site at <https://ilea.state.gov> and click the 'Forgot Password' link on the login page. The Alumni Portal, IGN, and ILEA Website share a Single Sign-On (SSO) process. Upon successful log-in to the Alumni Portal, you can access the other sites by simply clicking the appropriate link. Access to the site is limited to alumni and Alumni Coordinators. Coordinators will monitor submissions and ensure posted content does not include the following:

- Information about active investigations
- Personal Identifiable Information(PII)
- Information that may be classified
- Information that fosters an inappropriate or unprofessional environment

### **Alumni Portal Rollout Update**

The Alumni Portal is an ILEA Program initiative. ILEA Alumni Coordinators nominated alumni to access the site to pilot-test the Portal. We are looking for feedback. Specifically, we want to know their first impressions; is it easy to use, what resources they find most helpful? Also, recommendations to improve the overall user experience. In order to collect this information, ILEA teams touched base with pilot testers during the week of December 14 -18, 2020. Each ILEA conducted a one-hour virtual meeting with Alumni to collect their initial impressions of the site.

During the week of January 25 - 29, 2021, our pilot-testers conducted focus group discussions to analyze and discuss the feedback. To inaugurate site access there will be an official launch granting access to all ILEA Alumni. Target Alumni Portal Launch date is April, 2021. This is a global launch, and the release will coincide with ILEA Program's 25 anniversary. More details will be shared on ILEA social media (Facebook page and Twitter). For now, I ask all alumni to login to the IGN and update your profile information. Make sure you provide active contact numbers and email address.

**Tshupo Alius Mpe**

**Alumni Coordinator/ILEA Gaborone POC**

## MY EXPERIENCE WITH ILEA TRAINING



My name is Catherine Setlhapelo, Sub-Inspector, Botswana Police Service. I am working as a financial Investigator under Anti Money Laundering and Counter Financing of Terrorism Investigations Unit. My duties entail among others, to conduct the parallel financial investigation to a predicate offense, investigate intelligence reports and collaborate with other Law Enforcement Agencies.

I have attended two (2) programs at ILEA Gaborone, November 2018 and December 2019. The first training was Financial Investigative Techniques and the other one was Investigating Cryptocurrency. I also had the opportunity to attend two (2) virtual workshops in October and December 2020, the host being ILEA Gaborone. The first one was a refresher course on Basic Cryptocurrency and the other course was Global Cybercrime trends.

The skills I acquired from the training enhanced the quality of my investigative techniques that have enabled me to identify, follow, seize, and subsequently restrain assets acquired by the criminals. I have also managed international cooperation with Mutual Legal Assistance and INTERPOL facilitating the acquisition of information from foreign jurisdictions. I am now able to investigate cases that involve the use of cryptocurrency and other cyber-related matters as criminals nowadays opt to use cyber space to facilitate committing crime online.

Apart from connectivity challenges, virtual training ensures flexibility in terms of time and effort enabling students to attend classes from any location. I was able to attend the training while at home. I am glad to have been nominated to take part in the ILEA Alumni Portal pilot-test and to have first access to the platform allowing me to connect with the ILEA community. All I can say is that the portal is user-friendly, and it allows one to share, connect and engage in discussions of any topic. Thank you ILEA team for giving me the opportunity to be part of your experience.

## ILEA Welcomes Our New Alumni Coordinator!



Congratulations to Mr. Tshepo Alius Mpe on his recent selection as ILEA Gaborone's new Alumni Coordinator. Mr. Mpe joined Team ILEA as an Assistant Training Coordinator in July of 2017. Over the past few years Tshepo has played an important role in supporting the growth and evolution of ILEA Programming to include: inter-continental training programs, targeted training interventions and professional exchanges with regional law enforcement and criminal justice stakeholders. In addition to his experience supporting ILEA Training Dept. functions, Tshepo has experience working with U.S. Mission Gaborone IRM as a Mail Operations Clerk and with the Botswana Defence Force as a Registry Clerk holding the rank of Lance Corporal. Mr. Mpe holds multiple diplomas and degrees including a Diploma in Human Resources Mgmt. from the Botswana Open University, Bachelor of Commerce from Botswana Open University in Human Resources Management & Industrial Relations, and a Master of

Science in Project Mgmt. from the University of Bolton (UK). Please join us in congratulating Tshepo on his recent assignment and the continued success of his ILEA career!

## Leadership for Women in Law Enforcement Training Program



In partnership with the Federal Law Enforcement Training Centers ILEA Gaborone coordinated and hosted the Leadership for Women in Law Enforcement training program February 22 - 25, 2021 in Portuguese and English. ILEA Partner Nation Delegations representing Angola, Botswana, Brazil, Ghana, Mozambique, and Rwanda participated in the programming. The training program was facilitated by Subject Matter Experts/facilitators Robert Kelley and Suzanne Hines of the Leadership Training Division, Technical Training Operations Directorate, Federal Law Enforcement Training Centers (FLETC).

The high point of the week was a panel discussion featuring regional female leaders and accomplished professionals who served as exemplars and role models. Panelists included the Deputy Director of the Botswana Directorate of Public Prosecution; USAID Country Director, and the FBI Legal Attaché from Johannesburg, South Africa. The panel discussion was enhanced and made even more powerful through the inclusion of scholars (primarily young women) from three regional middle schools; Moeding Secondary School, Gaborone Secondary School and St. Joseph's College. The program participants were very engaged and asked insightful questions that spurred interesting discussion. The participation and contributions of the young ladies was equally impressive, their questions were fearless, incredibly mature, and thoughtful. An outstanding example was set by the panelists and the program participants and students rose to the occasion!



The timing of this program couldn't have been better; International Women's Day 2021 was March 8th. This year's theme is "Women in Leadership: Achieving an Equal Future in a COVID-19 World." The unique challenges and opportunities posed by the global pandemic figured significantly in this week's development of ideas, discussions and team building.

ILEA Gaborone in partnership with the Government of Botswana and U.S. federal law enforcement agencies delivers world class training in support of global law enforcement agency capacity building initiatives to combat transnational organized crime, the spread of violent extremism, and to work effectively with American law enforcement confronting regional and global challenges. The LWLE training program supports personal and professional development opportunities for females in law enforcement and criminal justice career paths while emphasizing equality in treatment, advancement and opportunity in African police services and criminal justice agencies.



# COVID-19

## Stay Home

**“Empowering Those Who Serve”**

### MISSION STATEMENT

Building capacity and cooperation in and among African law enforcement officials by providing quality training and skills needed in combating transnational crime and other emerging law enforcement challenges effectively and efficiently.

### VISION STATEMENT

To be the leader in law enforcement training on the continent of Africa by providing the finest law enforcement training available while maintaining up to date and relevant training capabilities as we grow.

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