ROBERT P. WOOLVERTON, MSML

Retired Police Captain | Expert Witness | Leadership Consultant & Author
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PROFESSIONAL SUMMARY

Second-generation law enforcement executive with 34 years of distinguished service at the City of Bothell Police Department, including 27 years on the Command Staff as Captain. Graduate of both the FBI National Academy (Session 183, Quantico, Virginia) and the Northwest Law Enforcement Executive Command College. Currently serves as an expert witness in federal civil rights litigation and police misconduct cases, with particular expertise in Monell doctrine claims, use-of-force policy analysis, and the documentation of systemic supervisory and training failures. Additionally serves as a leadership keynote speaker, consultant, published author, National Speakers Association member, and certified leadership instructor who has trained more than 1,800 managers and executives. Holds a Master of Science in Management & Leadership (MSML).

EXPERT WITNESS & CONSULTING PRACTICE

Police Misconduct Pro – Principal Expert Witness
www.policemisconductpro.com
Provides expert witness testimony and consulting services to civil rights attorneys in police misconduct, excessive force, false arrest, and supervisory failure cases. Prepares Rule 26(a)(2)(B) expert disclosures and delivers deposition and trial testimony. Works with attorneys at every stage of litigation, from early case evaluation through trial.

Areas of Expertise:

- Monell doctrine claims – policy, custom, culture, and supervisory liability (42 U.S.C. § 1983)
- Pattern-or-practice analysis establishing department-wide culture as proximate cause of civil rights violations
- Use-of-force policy failures and supervisory neglect
- Fourth Amendment violations and false arrest tied to training deficiencies and leadership culture
- Inadequate training analysis under Canton v. Harris, 489 U.S. 378 (1989)
- Command-level accountability and systemic failure documentation
- Expert reports written to withstand aggressive cross-examination

Case Record (Representative):

- **Civil Rights – Mississippi:** Excessive force claim against municipal police department. Expert analysis of use-of-force policy failures and supervisory neglect. Settled – no deposition required.
- **Monell Claim – Mississippi:** Pattern-or-practice analysis establishing department-wide culture as proximate cause of civil rights violations. Command accountability documented. Settled prior to trial.

- **False Arrest – California:** Fourth Amendment violations tied to department training deficiencies and leadership culture. Report established systemic rather than individual causation.

Additional cases currently in progress.

EDUCATION

Master of Science, Management & Leadership (MSML)

Western Governors University – Washington (2014–2016, graduated January 2016)
Completed while serving full-time as Police Captain

Bachelor of Science, Management & Leadership

Bluefield University – Bluefield, Virginia (2012–2014)
President's List | Completed while serving full-time as Police Captain

FBI National Academy, Session 183

Federal Bureau of Investigation – Quantico, Virginia (1995)
Law Enforcement Investigation, Management & Leadership
Intensive leadership program for executive law enforcement officers from the United States and around the world

Northwest Law Enforcement Executive Command College

Command College Course of Study (1992)

PROFESSIONAL CERTIFICATIONS

- Peace Officer Certification – Washington State Criminal Justice Training Commission (1984)
- Supervisory Certification – CJTC (1994)
- Middle Management Certification – CJTC (1994)
- Certified Leadership Instructor – CJTC

LAW ENFORCEMENT CAREER

City of Bothell Police Department – Bothell, Washington
34 Years of Service (January 1984 – January 2018)

Captain (1991–2018 – 27 years on Command Staff)
Served as division commander across all major functions of a full-service police department:

- Administrative Services Division Commander
- Support Services Division Commander
- Investigations Division Commander
- Operations Division Commander
- SWAT Commander
- Public Information Officer

Lieutenant (1989–1991)
Bothell Police Department

Corporal (1987–1989)
Bothell Police Department

Police Officer (1984–1987)
Bothell Police Department

Prior Career

Experimental Flight Test – Storekeeper
The Boeing Company (1979–1983, 4 years)

KEY ACHIEVEMENTS IN LAW ENFORCEMENT

- Created and implemented the department's first computerized tracking system for overtime expenditures
- Implemented the first computerized Records Management System (RMS)
- Implemented the department's first Computer-Aided Dispatch (CAD) system
- Created the department's first swift water rescue team
- Implemented all electronic services in the mobile communications van, including satellite internet and communications links
- Created the first after-hours leadership book club for department personnel
- Received numerous public speaking awards, locally and regionally, from Toastmasters International

LEADERSHIP CONSULTING, TRAINING & SPEAKING

Top Tier Leadership Training – Leadership Speaker & Trainer
November 2019 – December 2025 | Based in Seattle, WA – Available Worldwide
Provides executive leadership training seminars, keynote speaking, and consulting for mid-level managers and executives across law enforcement, government, and private-sector

organizations. Has trained more than 1,800 managers and executives. Sought after for guest appearances on leadership podcasts across the United States and internationally.

Training Topics:

- Executive-Level Leadership
- Theories of Motivation in the Workplace
- Strategic Planning
- Ethical Decision-Making and Influence
- Budgeting for Government Agencies

Bob Woolverton & Associates, LLC – Leadership Instructor/Consultant

February 2012 – Present | Bothell, WA

Provides customized leadership training and consultation for law enforcement agencies, fire departments, and organizations, as well as expert witness testimony services and artificial intelligence consultations.

Washington State Criminal Justice Training Commission – Contract Leadership Instructor (12 years)

Taught the 40-hour Middle Management certification course (five times per year) and Executive Leadership curriculum at the state police academy.

National Speakers Association (NSA) – Member

Director, Member Experience & Co-Chair – NSA Northwest Chapter (April 2023 – May 2024)

Served on the Board of Directors for the Northwest Chapter of the National Speakers Association, a professional community of speakers and trainers.

Selected Keynote Presentations:

- CEOtoCEO: “A Father’s Leadership Advice: It Took 60 Years to Understand”
- CEOtoCEO: “The Part of Leadership No One Talks About”
- Leadership conferences, association meetings, and youth groups
- Guest appearances on leadership podcasts across the United States and as far as India

PUBLICATIONS

Book

- *The Part of Leadership No One Talks About* – Available in paperback, Kindle, and Audible (Amazon)

Contributing Author

- "Ethics at Every Level: Safeguarding Your Organization from Misconduct" – *The Complete Compliance and Ethics Manual*, Society of Corporate Compliance and Ethics (SCCE), 2024, 2025 & 2026 editions

Articles & Professional Writing

- "Fired Prevention" – *Compliance & Ethics Professional Magazine*, 2023
- "How Do You Define Trust Between a Police Department and its Community?" – LawEnforcementToday.com, 2018
- "The Part of Leadership No One Talks About" – LawEnforcementToday.com, 2018
- "Career-Ending Police Misconduct & Massive Lawsuits – Mostly Preventable" – LinkedIn, 2022
- "How to Be a Motivational Force" (4-part series) – LinkedIn, 2024

PROFESSIONAL AFFILIATIONS & RECOGNITION

- FBI National Academy Associates
- National Speakers Association (NSA) – Member; Board of Directors, NSA Northwest Chapter
- Society of Corporate Compliance and Ethics (SCCE) – Contributing Author
- Toastmasters International – Multiple local and regional speaking awards
- Bluefield University – President's List
- Second-generation law enforcement – father retired from the Seattle Police Department

Lead. Teach. Inspire.